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Report of the 1985 APA Salary Survey

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INTRODUCTION

Salaries in Psychology 1985 is the fourth in a series of reports issued by APA on the salaries of psychologists. This effort was initiated in 1981 in response to the multitude of requests from members, employers, students, and other groups for current national salary data. In this report, selected summary statistics are provided for current salaries of APA members working in a variety of settings and positions. Information is presented separately for a specific position (e.g., faculty or direct human services) and, given sufficient numbers of responses, for individual employment settings within a position.

The data represent: (1) salaries for individuals who are employed full time (at least 35 hours per week) in salaried positions; (2) net income (i.e., income after deducting office expenses) for individuals who are employed full time (at least 35 hours per week) in self-employment positions other than private practice; and (3) net income for individuals who are employed full time (i.e., at least 30 hours per week) in independent practice. As such, the data do not depict total annual income, given that many psychologists have additional sources of income from other professional activities (e.g., part-time private practice, consulting, royalties from books, and summer teaching). However, an attempt has been made to provide some data on income earned outside an individual's primary employment position, and data on this issue are presented in the final section of this report.

Method

The 1985 Salary Survey was mailed on April 10, 1985 to a sample of 18,394 U.S.-resident APA members who were presumed to be employed full-time. A total of 32,087 met this criterion. Individuals were eligible for inclusion in the sample if they had indicated full-time employment in response to an employment status question asked in the 1985 APA Directory Survey. This latter survey, conducted every four years, was designed to gather biographical and other information on APA members and had been sent to all members in Fall 1984.

The roles and settings occupied by psychologists have become increasingly diverse over the past few years, and questions regarding salary data span this range of settings. However, providing salary statistics by years of experience for the detailed employment settings within a specific position has often been difficult, given the small number of respondents which may result from a simple random sampling procedure. An attempt was made to correct this problem in the 1985 Salary Survey.

Respondents to the 1985 APA Directory Survey provided information on a number of variables, some of which could be used in selecting the sample. Although information on degree level and current subfield was not available, data on primary employment setting and position obtained by items identical to those used in the 1985 Salary Survey could be accessed. Thus, in selecting the sample for the 1985 Salary Survey, all respondents to the 1985 APA Directory Survey who had reported full-time employment were categorized

by their primary employment position and setting. For those setting and position combinations typically underrepresented in past surveys, all individuals were chosen for inclusion in the sample. These included either relatively new employment settings and roles for psychologists (e.g., direct services providers in health maintenance organizations and faculty in university business departments) and/or ones which had smaller numbers of potential respondents (e.g., researchers in private research organizations or faculty in two-year colleges). For all other setting and position combinations, a simple random sample was drawn, using a sampling fraction of 0.5.

The one-page Salary Survey questionnaire (see Appendix A) requested the following information from respondents who indicated full-time employment: current major field; highest degree; year of highest degree; total years of work experience; employment setting; type of position; full-time salary or net income; period for this salary (i.e., 9-10 month or 11-12 month basis); and total annual earned income. A return date of May 7 was requested, and a postage-paid, addressed envelope was provided. The survey was anonymous, and there was no follow-up mailing to non-respondents.

A total of 11,228 questionnaires (61.0%) were returned. There were 599 respondents who indicated that they currently were not employed full-time and an additional 415 respondents who did not provide information on salary/net income, employment setting, type of position, and/or highest degree. These 1,014 individuals were excluded from further analyses. Thus, the data in this report are based on a total of 10,214 responses or 55.5% of the sample.

Given the lack of comparable data on employment settings and positions when selecting the sample for past Salary Surveys and the anonymity of the survey itself, the determination of response rates for specific subgroups has previously been impossible. Moreover, there also has been a problem in that samples chosen for the 1982 and 1983 Salary Surveys were based on employment status information collected in 1980--the time of the 1981 APA Directory Survey. However, the inclusion of employment setting and position items in the 1985 APA Directory Survey which were identical to those in the 1985 Salary Survey and the short time period between the conduct of these two surveys (i.e., Fall 1984 and Spring 1985) provided the ability to make crude estimates of response rates for certain employment setting and position combinations. Of course, there may be some slippage for the data on these two variables reported by the same respondent in the two surveys due to changes in employment or errors in recording responses. In addition, no examination of differential response rates by degree level can be performed, given the lack of available information on highest earned degree at the time of sample selection. This situation is also true for assessing response rates for positions which require data on current subfield, e.g., direct human services (clinical psychology) and applied psychology (industrial-organizational psychology).

Crude calculations of response rates are provided in Appendix B for each position and selected major settings within a position. As can be seen, it is likely that at least one half of the individuals surveyed for each position, with the exception of those in "other" types of positions, completed and returned the questionnaire, providing sufficient data for

analysis. In general, it appears that individuals working in and managing applied psychology positions and faculty were more likely to respond to the survey. More information on the sampling fraction used, the population size, and the achieved sample size for each position and setting combination is available upon request.

Organization of This Report

The report is divided into 14 sections, each presenting salary data for a specific type of position. The sections are as follows:

1. Faculty Positions
2. Educational Administration
3. Research Positions
4. Administration of Research
5. Direct Human Services (Clinical Psychology)
6. Direct Human Services (Counseling Psychology)
7. Direct Human Services (School Psychology)
8. Direct Human Services (Other Psychology)
9. Administration of Human Services
10. Applied Psychology Positions (Industrial-Organizational Psychology)
11. Applied Psychology Positions (Other Psychology)
12. Administration of Applied Psychology
13. Other Administrative Positions
14. Other Types of Positions

Salaries for "Direct Human Services" are presented separately for clinical psychology, counseling psychology, school psychology, and other psychology (Sections 5-8). Salaries for "Applied Psychology Positions" are presented separately for industrial-organizational psychology, and other psychology (sections 10 and 11). For these types of positions, salary inquires often refer to these particular subfields of psychology, and there was a sufficient number of respondents to make detailed breakdowns possible.

For each type of position, the data are reported separately for doctoral-level and master's-level respondents. For faculty positions (Section 1), the salary data are broken down according to academic rank. For all other types of positions (Sections 2 through 14), the salary data are broken down according to total years of work experience: 0-1 years; 2-4 years; 5-9 years; 10-14 years; 20-24 years; 25-29 years; and 30 years or more. The number of respondents in the "0-1 years" category is relatively small because many individuals do not join APA until a year or two after they receive their degree. Information on salaries of recent psychology doctorate recipients is available each Fall in preliminary reports of APA's Doctorate Employment Survey.*

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*Fulcher, R., Pion, G., & Stapp, J. (1985) Preliminary Report: 1983 Doctorate Employment Survey. Washington, D.C.: American Psychological Association.

Each section contains a brief description of the type of position. The first two figures in each section give frequency distributions and summary statistics for salaries of doctoral-level and master's-level respondents. The summary statistics include percentiles (90th and 10th percentiles are not given for Ns less than 10), and the median, mean, and standard deviation (no statistics are given for Ns less than 5).

There are a sufficient number of respondents for most types of positions to present summary statistics for specific employment settings (see Appendix A for a complete listing of these settings in the survey instrument.) In these cases, the first table in each section presents summary statistics for doctoral-level respondents employed in specific settings, and the second table presents similar information for master's-level respondents. The summary statistics for employment settings are also presented according to academic rank or years of work experience; in each case, the median, Q1 and Q3 (i.e., the 25th and 75th percentiles), mean, and standard deviation are given. Statistics are not presented where the N is less than 5.

For most types of positions, respondents reported 11-12 month salaries, and they are presented in this manner. There are two exceptions to this general rule: respondents in "Faculty Positions" (Section 1) and "Direct Human Services (School Psychology)" (Section 7) most frequently reported 9-10 month salaries, and the data are presented in this format.

Caveats:

Several caveats should be kept in mind when reviewing and using the data presented in this report. First, the generation of the sample for the 1985 Salary Survey was based on those respondents to the 1985 APA Directory Survey who indicated full-time employment in Fall 1984. This latter survey was sent to all 60,131 APA members, and 37,421 (62.2%) provided information on their employment status. The degree of nonrespondent bias is unknown, particularly any related to employment characteristics. Past surveys which have taken a detailed look at employment of APA members and included procedures for following up nonrespondents (Stapp & Fulcher, 1983) have found that individuals finally responding to a brief postcard rather than the complete survey instrument were more likely to: (a) indicate clinical psychology as their major field; (b) have earned the master's degree rather than the doctorate; (c) be employed part time, unemployed and seeking employment, or retired; and (d) be involved in direct services. Given that nonrespondent bias in the 1985 Salary Survey remains unknown, no attempt has been made to provide population estimates but only to present descriptive salary data on a sample of APA members responding to the survey.

Second, the number of respondents in some categories is very small, and the statistics reported should be interpreted with caution. This is particularly true for master's-level respondents.

In addition, the salary data in this report are nation-wide. For locations where the cost of living significantly differs from the national average, the average salaries would be expected to vary accordingly.

Finally, there are many factors that determine an individual's salary, and for these reports, we have chosen several of the most important; years of experience; degree level; type of position; and type of employment setting. As detailed as the breakdowns are in the following pages, they do not include other important factors such as specific job duties, benefits offered by employers, geographic location, and the particular talents and competencies of the individual. For these reasons, the salary data presented here are not intended as definitive; rather, these data represent the range of current salaries paid to a national sample of APA members.

1. FACULTY POSITIONS

Faculty positions constitute the second largest category (27.8%) of respondents to the 1985 Salary Survey. Teaching, research, and other relevant activities, including being chair of a department, are the primary responsibilities of these positions. The majority of faculty respondents to the Salary Survey have earned their doctorate.

Individuals working in all subfields of psychology serve as faculty. At the doctoral-level, the largest percentage of faculty (26.8%) are in clinical psychology. The distribution of other major subfields are: counseling (9.5%); social (9.0%); developmental (8.7%); industrial-organizational (7.2%); educational (7.1%); and experimental psychology (6.0%). At the master's-level, the most frequently reported subfields are general (20.9%), educational (16.3%), clinical (14.0%), counseling (14.0%), and developmental psychology (9.3%).

Figure 1.A presents frequency distributions and summary statistics for 2,801 doctoral-level faculty, and Figure 1.B reports this same information for 43 master's-level faculty. As can be seen, these data are given by academic rank: full professor; associate professor; assistant professor; lecturer or instructor; and other rank.

Tables 1.A and 1.B provide summary statistics for faculty in specific employment settings. With regard to doctoral-level faculty, almost two-thirds (66.4%) are employed in universities, with 41.8% employed in university psychology departments 10.2% in university education departments, and 7.2% in other academic departments (e.g., sociology and human growth and development). Four-year colleges, primarily psychology departments, employ 16.6% of the faculty respondents, medical schools 12.3%, and professional schools 0.7%.

Almost half (48.8%) of the master's-level faculty are in two-year colleges. An additional 14.0% work in four-year psychology departments. Summary statistics for master's-level faculty in these employment settings are presented in Table 1.B.

Faculty salaries are typically paid on a 9-10 month basis, and the salary data in the following tables are presented in this manner. (Salaries reported on a 11-12 month basis have been converted to a 9-10 month basis). However, there are a few settings where faculty salaries are often paid on a 11-12 month basis; these include university student counseling centers, university research centers or institutes, medical schools, and professional schools. The 9-10 month salaries reported in Table 1.A for these settings can be converted to their 11-12 month equivalents by multiplying by 11/9.

The median 9-10 month salary is $32,000 for doctoral-level faculty and $26,000 for master's-level faculty. More extensive data, including breakdowns by years in rank, type of institution (e.g., public vs. private), and geographic region, on faculty salaries in graduate departments of psychology are available each year from a survey co-sponsored by APA and the Council of Graduate Departments of Psychology*.

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*Stapp, J. (1985). 1984-85 Faculty Salaries in Graduate Departments of Psychology. Washington, DC: American Psychological Association.

FIGURE 1.A

FACULTY POSITIONS — DOCTORAL LEVEL

9-10 Month Salary	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	Other Rank
$100,000 or more	1	2			
$ 90,000 to $ 99,000	1				1
$ 80,000 to $ 89,000					
$ 70,000 to $ 79,000	12				
$ 60,000 to $ 69,000	50	1			
$ 59,000	6				
58,000	5				
57,000	8				
56,000	14	1			
55,000	14				
$ 54,000	13	1			
53,000	15	1	1		
52,000	27	1			
51,000	27	4	1		
50,000	52	1			
$ 49,000	23	5	1		
48,000	22	2			1
47,000	25	2		1	1
46,000	38	5			
45,000	44	9			
$ 44,000	33	7	1		
43,000	45	15	1		1
42,000	57	13	1		
41,000	64	8	2	1	1
40,000	59	12	2		
$ 39,000	31	13	2		1
38,000	52	14	7		2
37,000	54	13	3	1	1
36,000	56	21	7		
35,000	50	45	6	3	3
$ 34,000	57	50	12	2	
33,000	43	39	14	2	3
32,000	43	47	16		
31,000	26	50	13		1
30,000	39	69	28	1	3
$ 29,000	19	69	27	2	5
28,000	12	60	24		
27,000	19	53	39	1	2
26,000	8	50	35	4	1
25,000	17	55	74	7	6
$ 24,000	3	28	68	5	
23,000	1	33	52	5	1
22,000	5	23	50	3	6
21,000	1	13	48	3	1
20,000	1	15	57	4	1
$ 19,000		4	17	1	
18,000		3	20	2	
17,000		1	5	2	1
16,000		1	12	2	1
15,000			2		
$ 14,000					
13,000		1			1
12,000			1		
11,000				1	
10,000			1		1
N	1,192	860	650	53	46
90%	54,000	40,000	32,000	35,000	41,400
75%	47,000	34,000	27,818	28,000	35,045
Median - 50%	40,500	30,000	24,000	24,000	29,045
25%	35,000	26,000	21,273	21,000	22,091
10%	30,273	23,000	19,636	17,509	19,155
Mean	41,557	30,860	25,131	25,173	29,933
S.D.	9,764	7,294	5,323	6,717	12,185

9-10 Month Salary	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	Other Rank

Academic Rank

FIGURE 1.B

FACULTY POSITIONS — MASTER'S LEVEL

9-10 Month Salary	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	Other Rank
$100,000 or more					
$ 90,000 to $ 99,000					
$ 80,000 to $ 89,000					
$ 70,000 to $ 79,000					
$ 60,000 to $ 69,000					
$ 59,000					
58,000					
57,000					
56,000					
55,000					
$ 54,000					
53,000					
52,000					
51,000					
50,000					
$ 49,000					
48,000					
47,000					
46,000					
45,000					
$ 44,000					
43,000	1				
42,000	1				
41,000					
40,000	1				
$ 39,000					
38,000				1	
37,000	1				1
36,000					
35,000					1
$ 34,000					
33,000					
32,000	1				
31,000		1	1		
30,000		1			
$ 29,000		1			
28,000	1		1		
27,000		1	1		1
26,000		4	1		
25,000		2	2	1	
$ 24,000			1		2
23,000			1	2	1
22,000		2	1		
21,000					
20,000			1		
$ 19,000			1	1	
18,000				1	
17,000					
16,000				1	
15,000					
$ 14,000				1	
13,000					
12,000					
11,000					
10,000					
N	6	12	11	8	6
90%		30,700	30,473		
75%	42,136	28,500	27,000	24,773	35,500
Median - 50%	38,545	26,000	25,000	20,864	25,500
25%	30,955	25,000	22,000	16,773	23,750
10%		22,027	19,200		
Mean	36,909	26,258	24,545	22,057	28,333
S.D.	5,909	2,755	3,524	7,474	6,121

9-10 Month Salary	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	Other Rank

Academic Rank

TABLE 1.A

FACULTY POSITIONS

DOCTORAL LEVEL, 9-10 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	ACADEMIC RANK	MEDIAN	Q1 - Q3	MEAN	S.D.	N
UNIV PSYCHOLOGY DEPT						
	FULL PROFESSOR	42,000	36,000-49,000	43,107	10,167	589
	ASSOCIATE PROFESSOR	30,000	27,000-34,000	30,606	5,471	355
	ASSISTANT PROFESSOR	24,000	22,000-26,000	24,152	3,777	211
	LECTURER-INSTRUCTOR	22,000	21,000-26,000	23,429	3,457	7
	OTHER FACULTY RANK	23,500	17,000-26,500	21,500	5,976	8
						***
UNIV EDUCATION DEPT						
	FULL PROFESSOR	42,000	37,000-50,000	43,496	8,493	141
	ASSOCIATE PROFESSOR	30,000	27,000-35,250	31,122	5,735	98
	ASSISTANT PROFESSOR	24,000	22,000-26,750	24,900	3,692	40
						***
UNIV BUS SCH OR DEPT						
	FULL PROFESSOR	50,000	44,000-60,250	51,941	12,968	34
	ASSOCIATE PROFESSOR	37,000	33,500-43,000	38,892	7,619	37
	ASSISTANT PROFESSOR	32,000	29,000-35,000	32,383	4,455	47
						***
UNIV OTHER ACAD DEPT						
	FULL PROFESSOR	45,000	38,000-52,000	45,791	9,947	86
	ASSOCIATE PROFESSOR	33,500	30,000-37,000	34,121	7,447	66
	ASSISTANT PROFESSOR	26,500	24,250-30,000	26,886	4,780	44
						***
UNIV COUNSELING CTR*						
	FULL PROFESSOR	31,909	30,068-36,000	32,482	6,025	10
	ASSOCIATE PROFESSOR	27,000	25,364-32,727	28,032	3,589	7
						***
UNIV RESEARCH CTR*						
	FULL PROFESSOR	38,045	36,409-43,568	38,455	5,584	8
	ASSOCIATE PROFESSOR	34,364	31,909-38,659	36,245	5,656	10
	ASSISTANT PROFESSOR	25,364	22,909-27,818	25,587	4,269	11
						***
UNIV, OTHER SETTING						
	FULL PROFESSOR	42,000	38,500-51,500	44,308	10,467	13
	ASSISTANT PROFESSOR	25,000	19,500-32,500	25,800	8,468	5
						***
4-YR COLL PSYCH DEPT						
	FULL PROFESSOR	34,000	30,000-41,000	35,453	7,673	128
	ASSOCIATE PROFESSOR	28,000	23,000-31,000	28,025	5,158	121
	ASSISTANT PROFESSOR	21,500	19,000-24,000	21,817	3,192	104
						***
4-YR COLL EDUC DEPT						
	FULL PROFESSOR	40,000	32,000-43,000	39,158	7,433	19
	ASSOCIATE PROFESSOR	28,000	22,750-37,250	30,143	7,705	14
	ASSISTANT PROFESSOR	22,000	20,000-25,000	23,364	4,985	11
						***

(CONTINUED)

TABLE 1.A (CONTINUED)

EMPLOYMENT SETTING	ACADEMIC RANK	MEDIAN	Q1 - Q3	MEAN	S.D.	N
4-YR BUS SCH OR DEPT						
	ASSOCIATE PROFESSOR	38,000	26,000-42,000	35,857	9,008	7
	ASSISTANT PROFESSOR	32,000	30,000-37,000	32,143	4,180	7
						**
4-YR OTHER ACAD DEPT						
	FULL PROFESSOR	38,000	32,000-42,000	36,818	9,196	11
	ASSOCIATE PROFESSOR	26,000	22,000-31,000	27,316	6,700	19
	ASSISTANT PROFESSOR	23,500	20,250-27,750	23,833	4,262	6
						**
TWO YEAR COLLEGE						
	FULL PROFESSOR	38,000	34,000-44,000	38,188	7,311	32
	ASSOCIATE PROFESSOR	29,000	24,000-30,000	28,867	5,780	15
	LECTURER-INSTRUCTOR	31,500	24,250-36,500	30,333	7,608	12
						**
MED SCH PSYCHI DEPT*						
	FULL PROFESSOR	46,227	38,659-53,795	46,582	10,875	60
	ASSOCIATE PROFESSOR	34,364	31,091-44,591	36,701	7,948	49
	ASSISTANT PROFESSOR	27,000	23,727-31,295	28,227	6,594	78
	LECTURER-INSTRUCTOR	20,455	16,568-24,136	19,739	5,052	8
						**
MED SCH OTHER DEPT*						
	FULL PROFESSOR	45,000	34,364-50,727	44,314	10,352	31
	ASSOCIATE PROFESSOR	34,773	29,455-41,932	35,785	8,126	38
	ASSISTANT PROFESSOR	27,000	23,932-30,273	27,499	4,860	64
	LECTURER-INSTRUCTOR	22,091	20,455-26,182	23,143	3,589	7
	OTHER FACULTY RANK	22,091	22,091-29,455	26,416	6,608	7
						**
PROFESSIONAL SCHOOL*						
	FULL PROFESSOR	40,500	35,591-47,864	40,991	7,292	10
	ASSOCIATE PROFESSOR	27,000	25,364-29,455	27,468	2,906	7
						**

*SALARIES IN THESE SETTINGS ARE OFTEN PAID ON AN 11-12 MONTH BASIS RATHER THAN ON A 9-10 MONTH BASIS AS REPORTED HERE. THE STATISTICS PRESENTED MAY BE CONVERTED TO THEIR 11-12 MONTH EQUIVALENTS BY MULTIPLYING BY 11/9.

SOURCE: 1985 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

TABLE 1.B

FACULTY POSITIONS

MASTER'S LEVEL, 9-10 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	ACADEMIC RANK	MEDIAN	Q1 - Q3	MEAN	S.D.	N
4-YR COLL PSYCH DEPT						
	ASSOCIATE PROFESSOR	26,000	23,500-26,500	25,200	1,924	5
						**
TWO YEAR COLLEGE						
	FULL PROFESSOR	42,000	34,500-50,500	42,400	8,264	5
	ASSOCIATE PROFESSOR	26,000	25,500-28,000	26,600	1,517	5
	ASSISTANT PROFESSOR	26,500	23,500-30,500	27,167	6,242	6
						**

SOURCE: 1985 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION

2. EDUCATIONAL ADMINISTRATION

Educational administration refers to college or university administrative positions (e.g., president, provost, or dean), although these individuals may also hold a faculty appointment. Department chairs, however, are excluded from this category. These positions also include school district superintendents or other administrative positions related to education. Figure 2.A presents salary data for 242 doctoral-level respondents, and this information is provided for 33 master's-level respondents in Figure 2.B. The data in this section, as in all subsequent sections of this report, are broken down by total years of work experience.

The most frequently reported subfields in psychology for doctoral-level respondents are educational psychology (23.6%), school psychology (15.3%), clinical psychology (8.7%), and counseling psychology (7.9%); however, respondents from almost any subfield in psychology and fields outside of psychology are found in educational administration. Doctoral-level respondents are most likely to be employed in university administrative offices (20.2%), school system district offices (16.9%), or four-year college administrative units (8.3%). Salary information for doctoral-level respondents in these and other settings is presented in Table 2.A.

The current major subfield for master's-level respondents in these types of positions is typically school psychology (48.5%). A school system district office is the most common employment setting, with 42.4% of the respondents reporting this as their primary work environment. A variety of other educational settings (e.g., vocational and special education units) employ 18.2% of the respondents. Because of the small number of master's-level respondents in educational administration, however, salary data for specific settings by years of experience are not reported for these individuals.

For educational administration, the median 11-12 month salary is $44,000 for doctoral-level respondents and $37,889 for master's-level respondents.

FIGURE 2.A

EDUCATIONAL ADMINISTRATION -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								1
$ 90,000 to $ 99,000								
$ 80,000 to $ 89,000								
[illegible]00					1		3	2
$ 60,000 to $ 69,000					6	2	13	4
$ 59,000				1	1	1	1	1
58,000					2	3		1
57,000						2		2
56,000			1	1	2	1		2
55,000			1	1	2	2		
$ 54,000				2	2	2	1	
53,000					1	1		
52,000					1	1	3	1
51,000					1			1
50,000				1	1	1		2
$ 49,000					3		2	1
48,000				1	5	1	2	1
47,000					1	2		
46,000					1	1	1	1
45,000			1	5	3		2	
$ 44,000				1	4	1	1	1
43,000				5	2	1		1
42,000				1	1	4	1	
41,000				2	1	2		1
40,000			2	4	3	2	2	1
$ 39,000				2		1		
38,000						3	1	3
37,000		1		2	1			1
36,000			1	1	2			
35,000			3	1	4	1		1
$ 34,000		1	1	4	2	1		
33,000		1		2	1			
32,000			1	4				
31,000			2	2				
30,000			2	2		1	1	
$ 29,000				1			1	1
28,000								
27,000			2					
26,000		1	2	4				
25,000			1	2	1			
$ 24,000		1		2	1			
23,000		1	1	1	1			
22,000				1				
21,000								
20,000								
$ 19,000								
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N		6	21	56	57	37	35	30
90%			53,000	51,133	61,400	58,200	70,133	74,700
75%		34,667	38,000	43,000	54,500	55,611	64,000	59,500
Median - 50%		29,500	32,000	37,000	47,000	47,000	54,000	50,500
25%		23,750	27,000	31,000	40,000	40,500	40,222	40,750
10%			25,200	25,000	34,000	37,400	39,200	37,089
Mean		29,444	34,217	37,411	46,852	47,604	54,711	52,530
S.D.		5,807	8,969	9,149	10,874	8,944	12,387	14,617

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 2.B

EDUCATIONAL ADMINISTRATION — MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$ 90,000 to $ 99,000							1	
$ 80,000 to $ 89,000								
$ 70,000 to $ 79,000								
$ 60,000 to $ 69,000								
$ 59,000								
58,000								
57,000								
56,000								
55,000								
$ 54,000								
53,000								
52,000								
51,000								
50,000								1
$ 49,000								
48,000						1	1	
47,000					1	1		1
46,000				1		1		
45,000								
$ 44,000								
43,000					1			
42,000					1	1		1
41,000								
40,000								
$ 39,000				2				
38,000						1	1	
37,000				1	1			
36,000				1			1	
35,000								
$ 34,000			2	1				
33,000					1	1		
32,000								
31,000								
30,000			1				1	
$ 29,000								
28,000			1					
27,000				1	1			
26,000								
25,000			1					
$ 24,000								
23,000								
22,000								
21,000								
20,000								
$ 19,000		1						
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N		1	5	7	6	6	5	3
90%								
75%			34,000	39,111	43,833	47,250	56,500	
Median - 50%			30,000	36,667	39,500	44,000	38,000	
25%			26,500	34,000	31,500	36,667	33,000	
10%								
Mean			30,200	36,873	38,130	42,315	43,400	
S.D.			3,899	5,914	7,304	5,904	13,704	
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE 2.A

EDUCATIONAL ADMINISTRATION

DOCTORAL LEVEL, 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1 - Q3	MEAN	S.D.	N
UNIV ADMINIS OFFICE						
	5-9 YEARS	35,000	30,500-45,500	37,400	10,644	5
	10-14 YEARS	35,000	32,500-42,000	36,222	5,974	9
	15-19 YEARS	52,000	44,000-61,000	51,933	10,951	15
	20-24 YEARS	55,000	41,000-57,000	51,714	10,904	7
	25-29 YEARS	60,000	56,000-72,000	63,200	9,654	5
	30 YEARS OR MORE	56,000	50,000-62,000	56,571	12,435	7
						**
4-YR COLL ADM OFFICE						
	10-14 YEARS	34,000	28,500-37,000	33,000	5,099	5
	15-19 YEARS	34,000	24,500-39,000	32,200	8,136	5
						**
TWO-YEAR COLLEGE						
	15-19 YEARS	40,000	30,000-46,611	38,644	9,748	5
						**
SCH SYSTEM DIST OFF						
	10-14 YEARS	37,278	25,500-47,806	38,144	13,067	10
	15-19 YEARS	48,000	40,750-54,000	47,500	6,058	6
	20-24 YEARS	45,000	41,000-54,556	47,022	7,587	10
	25-29 YEARS	50,300	40,500-53,300	47,667	9,344	8
	30 YEARS OR MORE	47,000	40,750-53,250	47,333	6,501	6
						**
OTHER EDUC SETTING						
	15-19 YEARS	44,000	35,000-48,833	42,333	7,028	5
						**

SOURCE: 1985 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION

3. RESEARCH POSITIONS

Research positions encompass the activities associated with conducting basic or applied research in any field. Included are non-faculty research positions in academic settings, employment as an investigator in a laboratory or research institute, and research positions in private industry. There were 458 doctoral-level respondents and 38 master's-level respondents working in research positions. Salary information for these individuals is presented in Figures 3.A and 3.B, respectively.

At both the doctoral-level and the master's-level, those employed in research positions represent many different subfields of psychology. For individuals with doctorates, the most frequently reported major subfields are industrial-organizational (11.8%), social (10.9%), experimental (10.0%), and clinical psychology (9.4%). In addition, 11.4% of the respondents reported "other" subfield in psychology, and this category represents a heterogeneous group of specialties (e.g., health psychology, psychology and the law, and neuropsychology). Over one-third (34.2%) of master's-level respondents are in industrial-organizational psychology, and an additional 13.2% report social psychology as their current major subfield.

Individuals in research positions are employed by a wide range of settings, including universities and colleges, medical schools, hospitals, clinics, business, and government organizations. The most frequent employment settings for doctoral-level respondents are government (24.7%) and private research organizations (17.7%). Another 10.3% are working in business and industry, and 10.5% are employed by university research centers and institutes. Table 3.A presents summary statistics for doctoral-level respondents in these and other settings.

Master's-level respondents are primarily found in government research organizations (21.1%), business and industry (18.4%), and private research organizations (15.8%). Because of the small number of master's-level respondents, salary data are not presented for selected employment settings.

For research positions, the median 11-12 month salary is $40,000 for doctoral-level respondents and $31,500 for master's-level respondents.

FIGURE 3.A

RESEARCH POSITIONS -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more					2			1
$ 90,000 to $ 99,000						2	1	1
$ 80,000 to $ 89,000					1		1	
$ 70,000 to $ 79,000			1		2	1	2	1
$ 60,000 to $ 69,000	1		4	4	9	9	7	8
$ 59,000				1				
58,000					2	1	3	1
57,000							2	
56,000					1		2	
55,000			1	3	1	2	4	1
$ 54,000				1	1		4	1
53,000			3	3	1	1		1
52,000			1	3	1		1	
51,000			1	2	2	2		
50,000		1	2	4	3	2	3	1
$ 49,000					1			1
48,000			4		1	1		1
47,000		1	3	1	2	2	1	1
46,000		1	1	4	1			1
45,000		1	3	3	4	1	1	
$ 44,000				3	1	2	1	
43,000		1	4	5		1		
42,000		4	3	5	4	2		
41,000			1	3	2	1	1	
40,000		2	8	9	2	2	1	
$ 39,000		1	3	1	1			
38,000		2	7	3	3		2	
37,000	1	2	4	4	1			
36,000		4	5	4	1	1		
35,000		2	7	4	2	1		
$ 34,000		1	2	5				1
33,000		5	6	3	1			
32,000		3	12	5				
31,000		4	3	3	1			
30,000	1	2	10		2		1	
$ 29,000		5	3	1		1		
28,000		4	6	1	2		1	
27,000		5	2		1			
26,000		4		2	2			
25,000		4	5	2				
$ 24,000		2	1			1		
23,000	1							
22,000		3	1	1				
21,000		3	1					
20,000	1	2						
$ 19,000	1			1				
18,000								
17,000		4						
16,000		2						
15,000		4						
$ 14,000	1	2						
13,000								
12,000								
11,000								
10,000					1			
N	7	81	118	94	62	36	39	21
90%		42,000	50,100	53,500	65,000	68,500	70,000	87,333
75%	37,000	35,500	42,000	46,000	58,000	60,750	62,000	68,000
Median - 50%	23,000	29,000	35,500	40,000	40,500	50,500	55,000	60,000
25%	19,000	23,000	30,750	34,000	38,000	42,194	50,000	49,500
10%		16,200	28,000	31,000	28,600	35,700	38,000	46,200
Mean	29,000	29,155	37,322	41,102	48,242	52,466	55,179	60,413
S.D.	15,642	8,697	9,208	9,518	16,594	14,583	12,802	14,833

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 3.8

RESEARCH POSITIONS — MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								1
$ 90,000 to $ 99,000								
$ 80,000 to $ 89,000								
$ 70,000 to $ 79,000								
$ 60,000 to $ 69,000						1		1
$ 59,000								
58,000								
57,000								
56,000						1		
55,000								
$ 54,000								
53,000						1		
52,000								
51,000							1	
50,000					1	1		
$ 49,000								
48,000						1		
47,000						1		
46,000								
45,000					1			
$ 44,000								
43,000				1	1			
42,000			1					
41,000							1	
40,000								
$ 39,000								
38,000								1
37,000								
36,000				1				
35,000								
$ 34,000		1						
33,000								
32,000			1					
31,000				1				
30,000			1					
$ 29,000		2						
28,000		1	1					
27,000								
26,000		1						
25,000		1	1	1				
$ 24,000				1				
23,000	1		1					
22,000		1						
21,000								
20,000		1						
$ 19,000		1						
18,000								
17,000		3						
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N	1	12	6	5	3	6	2	3
90%		32,500						
75%		28,750	34,500	39,500		57,000		
Median - 50%		23,500	29,000	31,000		51,500		
25%		17,500	24,500	24,500		47,750		
10%		17,000						
Mean		23,583	30,000	31,800		52,333		
S.D.		5,728	6,723	7,918		5,007		

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE 3.A

RESEARCH POSITIONS

DOCTORAL LEVEL, 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1 - Q3	MEAN	S.D.	N
UNIV PSYCHOLOGY DEPT						
	10-14 YEARS	34,000	22,000-35,000	29,600	7,266	5
						**
UNIV RESEARCH CTR						
	2-4 YEARS	25,500	15,750-27,500	23,000	5,967	6
	5-9 YEARS	30,000	26,500-35,500	31,444	5,873	18
	10-14 YEARS	36,000	31,000-40,000	36,455	7,340	11
	15-19 YEARS	44,000	40,000-50,000	44,857	8,454	7
						**
MED SCH PSYCHI DEPT						
	2-4 YEARS	21,000	15,250-24,750	20,750	5,119	12
						**
MED SCH OTHER DEPT						
	2-4 YEARS	25,000	17,000-30,000	23,714	6,751	7
						**
PRIV RES ORG, INST						
	2-4 YEARS	34,000	28,750-40,000	34,714	6,844	14
	5-9 YEARS	38,000	35,000-42,000	38,263	5,924	19
	10-14 YEARS	42,000	40,000-53,500	47,118	9,340	17
	15-19 YEARS	52,500	39,750-61,250	50,600	14,539	10
	20-24 YEARS	61,000	48,750-73,500	62,167	16,400	6
	25-29 YEARS	57,000	47,500-66,000	59,556	15,597	9
						**
GOVT RESEARCH						
	2-4 YEARS	31,500	26,750-33,750	31,000	6,809	12
	5-9 YEARS	37,500	32,000-42,750	38,156	7,135	32
	10-14 YEARS	40,000	35,000-45,000	42,048	8,698	21
	15-19 YEARS	46,500	37,750-58,500	47,389	11,658	18
	20-24 YEARS	51,000	45,500-60,500	52,846	9,379	13
	25-29 YEARS	55,000	51,000-61,500	54,923	9,160	13
						**
BUSINESS OR INDUSTRY						
	2-4 YEARS	38,500	34,000-42,000	37,800	6,941	10
	5-9 YEARS	45,000	36,000-60,000	46,200	12,852	15
	10-14 YEARS	46,500	43,500-52,500	47,250	7,162	12
						**
STATE GOVT AGENCY						
	15-19 YEARS	35,000	27,000-39,000	33,400	6,148	5
						**

SOURCE: 1985 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION

4. ADMINISTRATION OF RESEARCH

Research administrative positions involve, for example, the management or administration of a research organization or program. Although individuals employed in these positions may be involved in research design, data collection and so forth, their primary responsibility is managing research, including the supervision of research personnel. There were 229 doctoral-level respondents and 18 master's-level respondents who described their primary positions as administration of research. Their salaries are presented in Figure 4.A and 4.B, respectively.

Individuals employed in the administration of research may be from any subfield of psychology. The largest percentage of doctoral-level respondents indicated the category "other subfield in psychology," suggesting a diversity of research interests and training in such areas as environmental psychology, psychophysics, and research methodology. Other frequently reported major subfields for doctoral-level respondents include industrial-organizational (14.8%), social (9.6%), engineering (7.4%), experimental (6.6%), and clinical psychology (6.1%). These individuals are also employed in a variety of settings. For doctoral-level respondents, the most frequently reported settings include government research organizations (30.6%), private research organizations (17.9%), business or industry (11.8%), and university research centers or institutes (7.9%). Salary information for doctoral-level respondents in these settings is presented in Table 4.A. Because of the small number of master's-level respondents who describe their employment as administration of research, salary information is not presented for selected settings.

For positions described as administration of research, the median 11-12 month salary is $52,000 for doctoral-level respondents and $46,000 for master's-level respondents.

FIGURE 4.A

RESEARCH ADMINISTRATION — DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more			2	1		3	1	2
$ 90,000 to $ 99,000								2
$ 80,000 to $ 89,000					2	2	1	3
$ 70,000 to $ 79,000				1	3	3	1	4
$ 60,000 to $ 69,000			2	6	3	9	9	13
$ 59,000					1		1	1
58,000					2	1	1	3
57,000				1	1		4	3
56,000				1	2			
55,000				2	2	1		
$ 54,000				2	1	2	2	1
53,000				3	3			
52,000			1	1	2			
51,000				1	1	1		
50,000			2	2	3		1	2
$ 49,000			3	1	2	1		1
48,000		1	1	2	2			
47,000			1	2	3			
46,000			1	1	1			
45,000			1	3	2		1	
$ 44,000			2	3	1			
43,000			2	3		1		
42,000			1	1	1		1	
41,000				1	1	1		
40,000			4	3	1	1		
$ 39,000			1	2				
38,000				2				
37,000			3	1				
36,000			1	1		1		
35,000			2	1	1			
$ 34,000		1	1				1	
33,000		2	1					
32,000			1	1				
31,000			1					
30,000		1						
$ 29,000		1		1				
28,000		2	1	1				
27,000		1		2				
26,000								
25,000			1	1				1
$ 24,000								
23,000		1						
22,000								
21,000								
20,000							1	
$ 19,000								
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N		10	36	54	41	27	25	36
90%		46,600	62,500	64,500	70,000	100,000	75,800	91,600
75%		33,250	49,000	54,000	58,000	75,000	67,500	72,000
Median - 50%		29,500	42,500	45,611	52,000	64,000	59,000	67,000
25%		27,750	36,250	39,750	47,000	54,000	54,000	58,000
10%		23,400	31,700	30,667	42,400	40,800	38,800	50,000
Mean		31,300	45,139	47,436	53,951	64,930	59,720	67,083
S.D.		6,734	15,708	12,843	10,421	17,487	15,217	14,862

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 4.B

RESEARCH ADMINISTRATION — MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								1
$ 90,000 to $ 99,000								
$ 80,000 to $ 89,000								
$ 70,000 to $ 79,000								
$ 60,000 to $ 69,000							2	1
$ 59,000								
58,000								
57,000								
56,000								
55,000								
$ 54,000								
53,000							1	1
52,000					1			
51,000								
50,000								
$ 49,000						1		
48,000			1					
47,000								
46,000								
45,000								
$ 44,000				1			1	
43,000			1					
42,000								
41,000								
40,000								
$ 39,000		1						
38,000			1					
37,000							1	
36,000								
35,000								
$ 34,000								
33,000								
32,000								
31,000								
30,000								
$ 29,000								
28,000								
27,000			2					
26,000								
25,000								
$ 24,000								
23,000								
22,000								
21,000		1						
20,000								
$ 19,000								
18,000								
17,000								
16,000								
15,000								1
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N		2	5	1	1	1	5	3
90%								
75%			45,500				66,500	
Median - 50%			33,000				53,000	
25%			27,000				40,500	
10%								
Mean			36,600				53,400	
S.D.			9,450				13,278	

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE 4.A

ADMINISTRATION OF RESEARCH

DOCTORAL LEVEL, 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1 - Q3	MEAN	S.D.	N
UNIV RESEARCH CTR						
	20-24 YEARS	54,000	45,000-68,000	56,000	11,895	5
						**
PRIV RES ORG, INST						
	10-14 YEARS	58,000	46,250-67,000	57,000	10,488	10
	15-19 YEARS	53,000	51,500-75,000	61,000	13,647	9
	30 YEARS OR MORE	79,000	63,000-83,000	76,000	13,229	11
						**
GOVT RESEARCH						
	5-9 YEARS	46,000	39,250-49,000	44,500	4,970	6
	10-14 YEARS	48,500	43,000-52,750	47,375	5,252	16
	15-19 YEARS	50,000	45,000-58,000	52,000	7,266	11
	20-24 YEARS	64,000	60,000-69,000	68,429	13,963	7
	25-29 YEARS	62,500	57,000-67,000	61,083	7,501	12
	30 YEARS OR MORE	66,000	57,250-68,000	62,438	7,023	16
						**
BUSINESS OR INDUSTRY						
	5-9 YEARS	48,500	40,250-51,500	48,125	8,967	8
	10-14 YEARS	52,000	38,250-60,250	49,750	11,298	8
						**

SOURCE: 1985 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION

5. DIRECT HUMAN SERVICES (CLINICAL PSYCHOLOGY)

This section describes the salaries of respondents whose positions may be described as direct human services and who report clinical psychology as their current major field. There were 2,644 doctoral-level respondents and 200 master's-level respondents in this category, comprising the largest percentage (30.3%) of respondents to the 1985 Salary Survey. Salary data for these individuals are presented in Figures 5.A and 5.B, respectively.

These individuals may be employed in a number of different settings and are most frequently found in hospitals, clinics, and independent practice. At the doctoral-level, the most frequent settings reported by respondents include individual private practice (37.9%), group psychological practice (10.1%), community mental health centers or clinics (8.0%), and Veteran's Administration hospitals (6.1%). The distribution of employment settings for master's-level respondents is somewhat different: 19.5% are employed in community mental health centers or clinics; 16.0% work in public mental or psychiatric hospitals; 15.0% are in individual private practice; 9.0% are employed by criminal justice systems; and 8.5% work in special health service settings (e.g., retardation, aging, or handicapped). Salaries for doctoral-level and master's-level respondents in these and other settings are given in Tables 4.A and 4.B, respectively.

For direct human services (clinical psychology), the median 11-12 month salary is $40,000 for doctoral-level respondents and $27,500 for master's-level respondents.

FIGURE 5.A

DIRECT HUMAN SERVICES (CLINICAL PSYCHOLOGY) — DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more		6	23	47	33	14	14	16
$ 90,000 to $ 99,000			11	14	11	5	2	4
$ 80,000 to $ 89,000			24	26	17	10	6	4
$ 70,000 to $ 79,000	1	6	37	43	30	14	12	12
$ 60,000 to $ 69,000		6	40	50	36	19	14	11
$ 59,000				2		2	1	
58,000			2	4	5	2		1
57,000			3	2	1	1		1
56,000			2	5	3	3	1	1
55,000		7	9	12	14	5	3	1
$ 54,000			1	2	4	1		
53,000			4	4	3	2	1	
52,000			6	10	7	5	4	2
51,000		1	2	5	3	3		2
50,000		5	27	41	21	6	3	10
$ 49,000		1	5	6	6	3	2	5
48,000		8	5	14	7	2	4	5
47,000			4	8	3	3	8	3
46,000			4	6	8	3	6	2
45,000		6	21	35	11	9	8	5
$ 44,000		3	9	12	3	1	3	2
43,000		2	8	12	10	3	6	1
42,000		6	18	21	9	6	3	4
41,000		2	14	8	14	1	3	3
40,000	1	9	45	44	17	8	9	9
$ 39,000	2	5	11	5	4	3	3	
38,000		8	20	16	7	11	3	2
37,000		15	21	18	8	4	1	1
36,000	1	7	35	27	11	6	1	6
35,000	1	9	35	30	15	5	2	7
$ 34,000	1	7	10	9	5	1	2	2
33,000	1	10	21	11	6	2	6	2
32,000	3	34	19	16	6	4		3
31,000	3	14	13	15	7	2	1	1
30,000	1	30	47	29	13	6	5	5
$ 29,000	1	17	20	8	5	1		1
28,000	1	21	15	10	5	1	1	
27,000	6	19	23	8	4	3		2
26,000	3	15	13	7		1	1	1
25,000	2	18	33	11	1	5	1	
$ 24,000	3	18	12	5	2	2		3
23,000	3	9	2	2	2			
22,000	3	9	7	2	2			
21,000	2	8	2	4				
20,000	1	1	4	1	3			1
$ 19,000	2	3	1			1	2	
18,000	1	5	3	2				
17,000	1	1	2	2		2		1
16,000		1	1					
15,000			3	1	1		1	1
$ 14,000		4	2					
13,000								
12,000		1	1	2	1			
11,000								
10,000		1		2		1		
N	44	358	702	676	384	194	143	143
90%	37,556	48,000	75,000	85,000	90,000	88,500	97,400	100,000
75%	31,750	37,000	50,000	60,000	65,750	65,000	67,000	70,000
Median - 50%	27,000	30,000	38,000	44,000	49,000	47,500	47,000	48,000
25%	23,000	26,000	30,000	35,000	37,000	37,972	40,000	36,000
10%	19,500	23,000	25,000	29,700	30,000	30,000	33,000	30,000
Mean	28,164	33,611	43,801	49,906	53,610	52,794	52,284	54,019
S.D.	9,232	13,411	19,496	20,976	21,427	21,407	21,147	22,633

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 5.B

DIRECT HUMAN SERVICES (CLINICAL PSYCHOLOGY) — MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more						2	1	
$ 90,000 to $ 99,000								
$ 80,000 to $ 89,000								
$ 70,000 to $ 79,000				2				3
$ 60,000 to $ 69,000			2					
$ 59,000			1					
58,000								
57,000								
56,000								
55,000					1			
$ 54,000			1					
53,000								
52,000								
51,000								
50,000					1			1
$ 49,000								
48,000				1		1		
47,000				1				
46,000								
45,000			1					
$ 44,000								
43,000								1
42,000								2
41,000							1	
40,000			1		1	1		
$ 39,000								
38,000								
37,000		1	1	2				2
36,000			2	1	1		2	1
35,000			1	2	1			2
$ 34,000				2	1		1	1
33,000			1				1	
32,000			1	1	2			3
31,000		1	1	2	2		1	1
30,000		2	4	5	2			3
$ 29,000			1	1	2	1	1	1
28,000		3	4	1	1	1		
27,000		1	4	2	1	1	2	
26,000		1	2	2			2	
25,000			5	2				1
$ 24,000	1	2	6	4	1	1		
23,000	1	1	3	2	1			
22,000		3	6		1			
21,000	1	5	4					
20,000		3	3	2				1
$ 19,000		1	1					
18,000	1	2	2		1			
17,000		1						
16,000		2	1					
15,000		1						
$ 14,000								
13,000								
12,000			1			1		
11,000								
10,000			1					
N	4	32	65	35	20	9	12	23
90%		30,000	38,200	47,400	49,000		81,600	74,200
75%		26,667	30,000	35,000	34,750	73,500	36,000	42,000
Median - 50%		21,000	25,000	30,000	30,500	29,000	32,000	35,000
25%		20,000	22,000	25,000	27,250	25,500	27,000	30,000
10%		16,300	19,600	23,000	22,100	-	26,000	26,600
Mean		22,684	27,291	32,267	31,800	45,111	37,083	39,469
S.D.		5,042	10,101	12,115	8,752	32,142	20,066	15,530

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE 5.A

DIRECT HUMAN SERVICES (CLINICAL PSYCHOLOGY)

DOCTORAL LEVEL, 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1 - Q3	MEAN	S.D.	N
UNIV COUNSELING CTR						
	2-4 YEARS	25,000	22,000-28,000	25,541	4,212	15
	5-9 YEARS	28,556	25,472-30,000	28,167	3,765	12
	10-14 YEARS	32,000	27,278-36,500	31,759	5,558	12
	15-19 YEARS	33,000	27,500-45,667	35,867	10,356	5
						**
OTHER EDUC SETTING						
	5-9 YEARS	31,778	25,500-34,833	30,489	4,909	5
						**
PUB GENERAL HOSPITAL						
	2-4 YEARS	32,500	28,250-36,750	34,000	7,635	8
	5-9 YEARS	36,000	31,000-37,000	33,316	7,513	19
	10-14 YEARS	36,000	32,000-38,500	37,154	10,715	13
						**
PRIVATE GENERAL HOSP						
	0,1 YEAR	22,500	19,750-28,500	24,000	5,215	6
	2-4 YEARS	32,000	30,000-33,000	32,000	4,078	20
	5-9 YEARS	33,500	28,000-40,250	34,045	7,743	22
	10-14 YEARS	40,000	30,750-46,000	40,300	9,538	18
	15-19 YEARS	37,000	35,000-42,750	40,000	8,976	8
						**
PUB MENTL-PSYCHI HOSP						
	2-4 YEARS	28,000	26,750-31,250	28,853	4,069	34
	5-9 YEARS	35,000	30,000-36,000	33,070	4,532	43
	10-14 YEARS	36,000	32,000-36,000	34,484	3,811	31
	15-19 YEARS	36,500	32,000-39,500	36,944	7,223	18
	20-24 YEARS	36,000	36,000-42,000	38,111	3,689	9
						**
PRIV MENTL-PSYCHI HOSP						
	2-4 YEARS	30,000	28,500-32,000	36,000	17,769	17
	5-9 YEARS	40,000	33,500-50,000	43,810	16,720	21
	10-14 YEARS	44,500	36,250-55,250	46,500	12,950	8
	15-19 YEARS	41,500	40,250-52,250	44,000	8,211	8
						**
VA HOSPITAL						
	0,1 YEAR	32,000	29,000-39,111	33,644	5,330	5
	2-4 YEARS	36,833	31,000-38,250	37,576	14,273	22
	5-9 YEARS	41,000	40,000-42,000	40,944	2,818	36
	10-14 YEARS	43,000	41,750-45,000	42,791	2,378	34
	15-19 YEARS	45,000	43,000-46,500	44,857	2,393	21
	20-24 YEARS	46,000	45,000-49,000	46,467	3,523	15
	25-29 YEARS	47,000	43,750-48,000	46,000	2,875	16
	30 YEARS OR MORE	47,000	45,000-49,000	47,231	3,940	13
						**

(CONTINUED)

TABLE 5.A (CONTINUED)

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1 - Q3	MEAN	S.D.	N
INDIV PRIV PRACTICE						
	2-4 YEARS	41,000	31,500-56,250	45,060	21,569	54
	5-9 YEARS	50,000	38,000-70,000	55,086	22,851	216
	10-14 YEARS	51,000	40,000-75,000	57,710	23,233	286
	15-19 YEARS	55,000	41,000-80,000	60,273	23,268	203
	20-24 YEARS	55,500	39,750-75,000	57,157	23,092	90
	25-29 YEARS	60,000	41,000-82,000	61,634	24,286	71
	30 YEARS OR MORE	50,000	36,000-75,000	58,620	25,449	79
						***
GROUP PSYCH PRACTICE						
	2-4 YEARS	32,000	28,000-45,000	38,579	17,749	19
	5-9 YEARS	45,000	32,000-68,000	50,802	22,956	91
	10-14 YEARS	51,000	40,000-70,000	56,333	21,300	75
	15-19 YEARS	60,000	40,750-75,500	59,009	22,782	38
	20-24 YEARS	65,000	44,000-77,500	62,132	23,013	21
	25-29 YEARS	52,000	43,500-60,000	56,308	18,714	13
	30 YEARS OR MORE	51,500	40,500-93,000	62,250	25,639	8
						***
MED/PSYCH GROUP PRAC						
	2-4 YEARS	39,500	31,500-48,000	40,318	10,485	22
	5-9 YEARS	41,000	36,000-63,250	49,964	20,411	28
	10-14 YEARS	59,000	45,000-78,000	61,323	22,397	31
	15-19 YEARS	65,000	55,000-73,000	64,727	21,740	11
	20-24 YEARS	60,000	49,500-88,000	67,556	20,013	9
	30 YEARS OR MORE	50,000	38,000-60,000	52,333	20,839	9
						***
OUTPATIENT CLINIC						
	2-4 YEARS	25,500	21,250-30,500	28,833	12,052	12
	5-9 YEARS	33,000	31,000-40,000	38,368	17,902	19
	10-14 YEARS	37,500	30,500-40,000	40,500	19,356	12
	15-19 YEARS	37,000	31,000-52,000	41,818	12,852	11
						***
CMHC						
	0,1 YEAR	24,500	18,250-27,750	23,750	5,339	8
	2-4 YEARS	27,000	24,000-30,000	27,200	4,794	55
	5-9 YEARS	29,000	26,000-32,000	29,569	5,151	65
	10-14 YEARS	31,000	28,000-36,500	34,689	12,761	45
	15-19 YEARS	38,000	35,500-41,000	38,588	5,602	17
	20-24 YEARS	32,500	30,000-37,250	33,083	4,776	12
	25-29 YEARS	41,000	34,500-72,000	50,800	27,426	5
	30 YEARS OR MORE	41,000	30,000-46,000	38,600	8,591	5
						***
HMO						
	2-4 YEARS	35,500	32,250-40,250	35,250	5,276	12
	5-9 YEARS	43,000	34,500-48,250	41,600	7,769	30
	10-14 YEARS	48,000	42,000-51,000	47,273	9,288	33
	15-19 YEARS	52,000	36,750-55,000	48,500	10,043	8
	25-29 YEARS	56,500	48,750-62,500	56,000	8,295	6
						***

(CONTINUED)

TABLE 5.A (CONTINUED)

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1 - Q3	MEAN	S.D.	N
COUNSEL,GUIDANCE CTR						
	5-9 YEARS	32,000	27,250-32,750	30,333	4,502	6
	10-14 YEARS	25,000	18,000-36,000	29,714	15,152	7
						***
SPEC HEALTH SERVICES						
	2-4 YEARS	29,000	25,000-30,000	27,182	5,492	11
	5-9 YEARS	34,000	28,000-37,000	32,667	5,003	21
	10-14 YEARS	37,000	31,000-38,000	35,500	3,598	10
						***
HUMAN SER SET, OTHER						
	2-4 YEARS	28,500	22,250-33,500	28,333	9,647	6
	5-9 YEARS	36,000	28,000-40,000	37,182	11,356	11
	10-14 YEARS	37,000	28,000-51,500	39,200	11,904	5
						***
SELF-EMP, NOT PRIV PRAC						
	5-9 YEARS	41,000	26,750-68,750	46,000	23,554	6
	10-14 YEARS	45,000	41,500-65,000	51,600	13,050	5
						***
CRIM JUST SYSTEM						
	2-4 YEARS	32,000	30,000-36,000	32,714	3,729	7
	5-9 YEARS	34,000	32,000-39,000	34,273	5,497	11
	10-14 YEARS	37,000	34,000-41,000	36,545	4,824	11
	15-19 YEARS	37,000	30,000-43,000	36,600	6,804	5
	20-24 YEARS	38,500	30,250-43,750	38,125	8,855	8
						***
MILITARY SERVICE						
	2-4 YEARS	28,000	25,500-29,250	28,500	6,364	10
	5-9 YEARS	34,500	30,000-36,750	33,083	4,719	12
	10-14 YEARS	38,000	34,000-41,500	37,125	6,402	8
						***
FED GOVT AGENCY						
	5-9 YEARS	35,500	31,500-37,750	35,000	3,578	6
						***
OTHER NON-PROFIT ORG						
	10-14 YEARS	32,500	25,583-37,000	31,222	7,644	6
						***

SOURCE: 1985 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION

TABLE 5.B

DIRECT HUMAN SERVICES (CLINICAL PSYCHOLOGY)

MASTER'S LEVEL, 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1 - Q3	MEAN	S.D.	N
PUB MENTL-PSYCHI HOSP						
	5-9 YEARS	27,000	23,000-30,000	26,733	5,175	15
	10-14 YEARS	30,000	25,500-34,000	29,800	4,266	5
						**
INDIV PRIV PRACTICE						
	5-9 YEARS	56,333	27,500-60,500	47,444	17,866	6
	15-19 YEARS	40,000	30,500-52,500	41,200	11,212	5
	30 YEARS OR MORE	46,389	31,250-74,500	50,222	22,598	8
						**
CMHC						
	2-4 YEARS	20,000	18,000-22,000	20,000	2,530	11
	5-9 YEARS	22,000	18,500-22,500	21,444	3,395	9
	10-14 YEARS	28,500	24,500-34,000	29,125	4,673	8
	15-19 YEARS	27,500	23,750-32,000	28,000	4,472	6
						**
SPEC HEALTH SERVICES						
	2-4 YEARS	26,889	18,500-28,000	23,978	5,598	5
	5-9 YEARS	24,500	23,250-32,250	26,833	5,565	6
						**
CRIM JUST SYSTEM						
	5-9 YEARS	25,000	22,500-38,000	29,200	8,289	5
						**

SOURCE: 1985 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION

6. DIRECT HUMAN SERVICES (COUNSELING PSYCHOLOGY)

Salaries for respondents whose positions may be described as direct human services and whose current major field is counseling psychology are described in this section. Figure 6.A presents salary information for 406 doctoral-level respondents, and similar information is given in Figure 6.B for 50 master's-level respondents.

At the doctoral-level, respondents are most likely to be employed in individual private practice (29.3%) and university student counseling centers (19.0%). An additional 9.1% work in group psychological practices, and 6.4% are employed in community mental health centers or clinics. Salaries for doctoral-level respondents in these and other settings are presented in Table 6.A. The most frequently reported employment settings for master's-level respondents are individual private practice (12.0%), community mental health centers or clinics (12.0%), elementary or secondary schools (10.0%) and group psychological practice (10.0%). However, because of the insufficient number of master's level respondents available for the detailed setting and years of experience analyses, no data are presented for this group of individuals.

For direct human services (counseling psychology), the median 11-12 salary is $34,000 for doctoral-level respondents and $29,667 for master's-level respondents.

FIGURE 6.A

DIRECT HUMAN SERVICES (COUNSELING PSYCHOLOGY) - DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more				2			1	3
$ 90,000 to $ 99,000				2	1			
$ 80,000 to $ 89,000		1		4	4	1		
$ 70,000 to $ 79,000			6	6	1	1	1	1
$ 60,000 to $ 69,000			5	7	4	3		2
$ 59,000						1		
58,000			1	1		1	1	
57,000								
56,000							1	
55,000					2			1
$ 54,000					1			
53,000				2				
52,000			1	1			1	
51,000				1	1			1
50,000		1	2	2	2	1		2
$ 49,000			1		1	2	1	1
48,000			1	3		1		
47,000				1		4		
46,000			1	1	4			
45,000			5	1	2		1	
$ 44,000			1	3	1		2	
43,000			2	2	1	2		
42,000		2	1	1	2	2		1
41,000			1	1	1			
40,000			6	4	1	4		2
$ 39,000		1	2	1				
38,000		1	2		2			
37,000			2				1	
36,000	1	1	2	3	2	1		
35,000	1	3	6	7	2	1		1
$ 34,000		4	1	4	2	1		
33,000			3	4	3			1
32,000		1	4	5	3	2		
31,000		1	7	2	1	1		
30,000		3	5	7	5	1		1
$ 29,000			5	3		1		
28,000	1	4	7	6	3	1		1
27,000		1	2	5	2	1	1	1
26,000	1	3	5	1	3	1		
25,000	1	2	1	2	3			
$ 24,000		7	9	3	1		1	1
23,000		5	5	2	1			
22,000	1	1	2	1		2	1	
21,000		1	2					
20,000		1	2	3		1		
$ 19,000	1							
18,000		1		1				
17,000			1			1		1
16,000								
15,000				1				
$ 14,000								
13,000			1					
12,000				1	1			
11,000								
10,000			2	1				
N	7	44	112	108	63	38	13	21
90%		38,500	59,400	72,100	69,200	65,100	88,200	100,000
75%	35,000	34,000	40,750	50,000	50,000	48,917	57,111	64,000
Median - 50%	26,000	27,500	31,500	35,000	36,000	40,778	45,222	49,000
25%	22,000	24,000	26,000	28,333	30,000	30,750	32,000	31,500
10%		22,500	23,000	23,900	25,267	22,000	22,800	24,578
Mean	27,286	28,934	35,428	41,907	41,981	42,029	48,419	51,011
S.D.	6,317	6,770	13,805	19,902	17,044	14,970	20,843	24,710

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 6.B

DIRECT HUMAN SERVICES (COUNSELING PSYCHOLOGY) — MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more					1			
$ 90,000 to $ 99,000				1				
$ 80,000 to $ 89,000								
$ 70,000 to $ 79,000								
$ 60,000 to $ 69,000								
$ 59,000								
58,000								
57,000								
56,000								
55,000								
$ 54,000								
53,000								
52,000								
51,000								
50,000				1	1			
$ 49,000								1
48,000								
47,000								
46,000								
45,000				1			1	
$ 44,000								
43,000								
42,000								
41,000							1	
40,000				3				
$ 39,000				1	1			
38,000				1				
37,000								
36,000				1				
35,000							1	
$ 34,000				1	1	1		
33,000		1			1			
32,000			1					
31,000						1		
30,000			1			1		
$ 29,000				2				
28,000			1	2	1			
27,000								
26,000								
25,000			2					
$ 24,000			2	1	1			
23,000								
22,000				1				
21,000	1	1	1					
20,000				1				
$ 19,000			3					
18,000			2					1
17,000				1				
16,000								
15,000			1					
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N	1	2	14	18	7	3	3	2
90%			31,000	54,200				
75%			25,750	40,000	50,000			
Median - 50%			22,500	35,000	34,000			
25%			18,750	27,000	28,000			
10%			16,500	19,700				
Mean			22,643	36,191	43,857			
S.D.			5,032	16,546	25,700			
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE 6.A

DIRECT HUMAN SERVICES (COUNSELING PSYCHOLOGY)

DOCTORAL LEVEL, 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1 - Q3	MEAN	S.D.	N
UNIV COUNSELING CTR						
	2-4 YEARS	23,500	23,000-27,500	25,213	3,945	12
	5-9 YEARS	26,889	23,111-29,500	26,316	3,711	25
	10-14 YEARS	30,556	27,000-36,000	31,758	6,838	11
	15-19 YEARS	33,000	26,000-35,000	32,333	7,333	13
	20-24 YEARS	34,000	29,500-41,000	35,000	7,826	9
						**
PUB MENTL-PSYCHI HOSP						
	10-14 YEARS	33,000	32,000-37,000	34,200	2,950	5
						**
VA HOSPITAL						
	5-9 YEARS	40,000	27,500-42,000	35,800	8,044	5
						**
INDIV PRIV PRACTICE						
	5-9 YEARS	40,000	34,000-58,000	43,832	16,926	31
	10-14 YEARS	45,000	34,806-60,000	47,047	18,221	38
	15-19 YEARS	45,000	29,500-68,500	48,800	22,546	25
	20-24 YEARS	58,000	43,500-65,500	54,432	18,383	9
	25-29 YEARS	50,500	38,500-78,750	56,333	26,341	6
	30 YEARS OR MORE	45,000	22,250-56,250	42,667	20,820	6
						**
GROUP PSYCH PRACTICE						
	5-9 YEARS	38,000	32,000-46,444	42,230	13,266	15
	10-14 YEARS	65,000	43,000-95,000	64,727	26,496	11
						**
OUTPATIENT CLINIC						
	10-14 YEARS	26,000	14,000-36,500	25,400	13,069	5
						**
CMHC						
	5-9 YEARS	30,500	25,500-32,000	29,167	3,371	6
	10-14 YEARS	28,000	25,000-32,000	28,909	5,049	11
						**
COUNSEL,GUIDANCE CTR						
	5-9 YEARS	28,000	16,500-41,500	28,800	14,098	5
						**

SOURCE: 1985 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION

7. DIRECT HUMAN SERVICES (SCHOOL PSYCHOLOGY)

This section presents salaries for individuals whose positions may be described as direct human services and whose current major field is school psychology. Salary statistics for 204 doctoral-level respondents and 118 master's-level respondents are presented in Figures 7.1 and 7.2, respectively.

For both doctoral-level and master's-level respondents, nine out of ten individuals are employed in schools and other educational settings. Elementary and secondary schools are the employment settings of 48.5% of the doctoral-level and 38.1% of the master's level respondents while school system district offices employ 29.4% of the doctoral-level and 33.9% of the master's level respondent. Tables 7.1 and 7.2 present salary information for doctoral-level and master's-level respondents in these settings.

Salaries in schools and educational settings for this type of position are generally paid on a 9-10 month basis; consequently, this is the way in which they have been reported. The 9-10 month salaries presented in this section may be converted to their 11-12 month equivalents by multiplying by 11/9.

For direct human services (school psychology), the median 9-10 month salary is $30,000 for doctoral-level respondents and $27,818 for master's-level respondents.

FIGURE 7.A

DIRECT HUMAN SERVICES (SCHOOL PSYCHOLOGY) — DOCTORAL LEVEL

9-10 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$ 90,000 to $ 99,000								
$ 80,000 to $ 89,000								
$ 70,000 to $ 79,000						1		
$ 60,000 to $ 69,000								
$ 59,000								
58,000								
57,000								
56,000								
55,000								
$ 54,000								
53,000								
52,000								
51,000								
50,000								
$ 49,000								
48,000								
47,000								
46,000								1
45,000						1		
$ 44,000					1	1		
43,000								
42,000				3	3	1	1	
41,000					1			
40,000					2		2	
$ 39,000			1	1		1	1	
38,000				2	2			1
37,000			2	6	1	1	2	
36,000				3	1	4	2	
35,000				4	2	1	1	
$ 34,000		1	1	4	1	2		
33,000			1	6	2	1	1	2
32,000				3	2	4		1
31,000			2	2	1			
30,000			3	5	2	4	1	
$ 29,000			2	8	1			
28,000		2	4	5	1		1	
27,000			3	1	2			
26,000		2	4	4		1		
25,000		3	9	6	1	1		
$ 24,000		3	2	2		1		1
23,000		1	3	1				
22,000			3	1				
21,000		1	2	1				
20,000		3	3	1				
$ 19,000								
18,000		1						
17,000	1		1					
16,000			1					
15,000						1		
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N	1	17	47	69	26	26	12	6
90%		29,200	33,200	37,000	42,900	44,300	41,400	
75%		26,000	29,000	35,091	40,000	36,205	39,750	40,000
Median - 50%		24,000	25,364	30,000	34,273	33,273	36,500	32,727
25%		20,727	23,000	27,409	30,273	30,000	33,500	29,932
10%		19,309	20,455	24,545	27,000	24,382	28,600	
Mean		24,198	26,226	30,987	34,647	34,542	36,083	34,197
S.D.		3,843	4,797	5,213	5,423	10,181	4,144	7,383

9-10 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 7.B

DIRECT HUMAN SERVICES (SCHOOL PSYCHOLOGY) — MASTER'S LEVEL

9-10 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$ 90,000 to $ 99,000								
$ 80,000 to $ 89,000								
$ 70,000 to $ 79,000								
$ 60,000 to $ 69,000								
$ 59,000								
58,000								
57,000								
56,000								
55,000								
$ 54,000								
53,000								
52,000								
51,000								
50,000								
$ 49,000								
48,000								
47,000								
46,000								
45,000								
$ 44,000								
43,000								
42,000						1	1	1
41,000								
40,000					1			1
$ 39,000					1			
38,000		1		1			1	1
37,000								
36,000			1		3		1	1
35,000				1	3		2	1
$ 34,000					1	2		1
33,000				3			2	1
32,000		1		1	2	1		
31,000					3			
30,000			1	2	3	2		2
$ 29,000				3	1		2	
28,000		1		1				1
27,000			1	2	2		2	1
26,000		1	2	1	3	1		
25,000			1	5		1	1	1
$ 24,000			1	2	1	1		
23,000			1		1			1
22,000		1	2		1			
21,000	1	1	2	1				
20,000		1	2	2	1			1
$ 19,000			2		1			
18,000		2	1					
17,000		1						
16,000		2						
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N	1	12	17	25	28	9	12	14
90%		36,200	31,200	33,800	36,300		40,691	41,000
75%		27,364	26,091	31,000	35,000	37,773	35,795	36,500
Median - 50%		20,500	22,000	27,000	30,636	30,000	33,000	31,364
25%		17,383	20,000	24,545	26,045	25,773	27,409	26,386
10%		15,545	18,655	20,600	21,764		25,600	21,500
Mean		22,591	23,439	27,633	30,058	30,758	32,409	31,403
S.D.		7,040	4,626	4,706	5,583	5,555	5,078	6,528

9-10 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE 7.A

DIRECT HUMAN SERVICES (SCHOOL PSYCHOLOGY)

DOCTORAL LEVEL, 9-10 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1 - Q3	MEAN	S.D.	N
ELEM OR SECND SCHOOL						
	2-4 YEARS	24,000	19,636-28,000	24,377	5,523	7
	5-9 YEARS	27,000	24,000-31,000	27,676	4,884	23
	10-14 YEARS	32,727	29,000-36,500	32,622	4,470	37
	15-19 YEARS	37,591	32,727-42,000	37,209	5,595	10
	20-24 YEARS	33,000	32,000-39,000	34,471	6,524	11
	25-29 YEARS	36,500	31,250-39,750	35,875	4,824	8
						**
SCH SYSTEM DIST OFF						
	5-9 YEARS	25,682	24,159-27,250	25,532	4,517	14
	10-14 YEARS	29,045	24,659-34,000	29,761	5,649	16
	15-19 YEARS	32,455	28,432-37,114	32,747	4,719	14
	20-24 YEARS	32,000	30,000-35,000	31,818	4,106	7
						**
OTHER EDUC SETTING						
	5-9 YEARS	24,682	22,091-28,750	24,716	4,285	9
	10-14 YEARS	27,409	24,955-29,750	27,443	3,851	8
	20-24 YEARS	30,000	22,500-37,773	30,109	9,766	5
						**

SOURCE: 1985 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION

TABLE 7.9

DIRECT HUMAN SERVICES (SCHOOL PSYCHOLOGY)

MASTER'S LEVEL, 9-10 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1 - Q3	MEAN	S.D.	N
ELEM OR SECND SCHOOL						
	2-4 YEARS	21,000	16,773-30,000	22,909	8,811	5
	5-9 YEARS	22,000	19,705-26,250	22,882	3,949	10
	10-14 YEARS	28,000	25,000-33,000	28,935	3,693	7
	15-19 YEARS	34,500	30,750-36,000	33,300	4,244	10
	30 YEARS OR MORE	35,000	28,273-39,000	33,909	6,895	5
						**
SCH SYSTEM DIST OFF						
	10-14 YEARS	29,045	23,659-30,750	28,027	5,481	10
	15-19 YEARS	28,000	21,409-32,318	27,564	6,811	10
	25-29 YEARS	35,091	28,841-36,409	33,379	4,171	6
	30 YEARS OR MORE	30,000	25,773-39,000	31,909	6,792	5
						**
OTHER EDUC SETTING						
	10-14 YEARS	24,545	23,727-27,000	24,714	2,942	7
	15-19 YEARS	28,636	26,182-31,000	28,961	3,788	7
						**

SOURCE: 1985 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION

8. DIRECT HUMAN SERVICES (OTHER PSYCHOLOGY)

The previous three sections concerned salaries for respondents whose positions may be described as direct human services and whose current major field was clinical, counseling, or school psychology. There were an additional 150 doctoral-level and 49 master's-level respondents who reported their positions to be in direct human services but their major subfield as other than clinical, counseling or school psychology. Among the subfields reported by these respondents are community, developmental, and educational psychology. Salary information for doctoral-level and master's-level respondents is presented in Figures 8.1 and 8.2, respectively.

Doctoral-level individuals in this category are most likely to be employed in such settings as individual private practice (18.7%), consulting firms (15.3%), or community mental health centers or clinics (7.3%). Salary information for doctoral-level respondents in these settings is presented in Table 8.1. Master's respondents in this category are most likely to be employed in special service settings (22.4%) or criminal justice systems (10.2%); however, there was an insufficient number to present salary statistics for these settings.

For direct human services (other psychology), the median 11-12 month salary is $38,000 for doctoral-level respondents and $26,000 for master's-level respondents.

FIGURE 8.A

DIRECT HUMAN SERVICES (OTHER PSYCHOLOGY) — DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more				1	1		2	
$ 90,000 to $ 99,000				1				
$ 80,000 to $ 89,000			1	2		2	1	2
$ 70,000 to $ 79,000			1	1			1	1
$ 60,000 to $ 69,000			4	2	1	3	1	
$ 59,000								
58,000								
57,000						1		
56,000								
55,000			1	1		1		
$ 54,000								
53,000								
52,000				1				
51,000					1			
50,000			1	3	4			1
$ 49,000						1	1	
48,000				1				
47,000				1				
46,000			1		2			
45,000			3		1		2	
$ 44,000								
43,000				1	1			
42,000		1		2				2
41,000								
40,000			3	2	1	1		
$ 39,000				1	2			
38,000		3			1	1		
37,000		2	1	1	3	1	1	
36,000	1			4	2	1		
35,000			1	1	1	1		
$ 34,000				1				
33,000			1	1	1		1	
32,000		1			1			
31,000			1	1	1			
30,000	1		2	1	2	1		
$ 29,000		1						
28,000			2			1		
27,000		1	1			1		
26,000		3	3		1			
25,000			1	1	1	1		
$ 24,000	1	1	1					
23,000			1					
22,000			1		1			
21,000			1					
20,000		1	1			1		
$ 19,000								
18,000			1					
17,000								
16,000			1					
15,000			1		1			
$ 14,000				1	1			
13,000								
12,000								
11,000								
10,000								
N	3	14	36	32	31	18	10	6
90%		40,000	65,600	80,000	50,800	80,300	100,000	
75%		38,000	45,806	54,250	46,000	61,250	88,917	84,750
Median - 50%		30,500	32,000	41,778	37,000	39,000	54,500	62,500
25%		26,000	25,250	36,000	31,000	29,500	43,000	42,000
10%		22,222	19,400	30,300	22,600	24,500	33,400	
Mean		31,460	37,923	47,479	39,588	46,086	62,256	63,333
S.D.		6,777	17,821	18,968	15,548	18,973	24,885	21,030
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 8.B

DIRECT HUMAN SERVICES (OTHER PSYCHOLOGY) — MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$ 90,000 to $ 99,000								
$ 80,000 to $ 89,000								
$ 70,000 to $ 79,000								
$ 60,000 to $ 69,000					2			
$ 59,000								
58,000								
57,000								
56,000							1	
55,000				1				
$ 54,000								
53,000								
52,000								
51,000								
50,000			1					
$ 49,000							1	
48,000								
47,000								
46,000								
45,000								
$ 44,000								
43,000								
42,000				1				
41,000								
40,000						1		
$ 39,000								
38,000				1				
37,000								
36,000				1				
35,000			1	1				
$ 34,000								
33,000								
32,000		1		1				
31,000						1		
30,000			1	1				1
$ 29,000		1		1		1		
28,000			1	1				
27,000					1			
26,000			2	1				
25,000			1	1	2			
$ 24,000		1		2				
23,000		1				1		
22,000			1		1			
21,000			1	1				
20,000		1		1	1			
$ 19,000			1					
18,000		1	2					
17,000								
16,000		1						
15,000								
$ 14,000							1	
13,000								
12,000								
11,000								
10,000								
N		7	12	15	7	4	3	1
90%			45,500	46,933				
75%		29,000	29,500	36,000	60,000			
Median - 50%		23,000	25,500	29,000	25,000			
25%		18,000	19,500	24,000	22,000			
10%			18,000	20,600				
Mean		23,143	26,500	30,948	34,857			
S.D.		5,786	9,010	9,164	19,074			

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE 8.A

DIRECT HUMAN SERVICES (OTHER PSYCHOLOGY)

DOCTORAL LEVEL, 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1 - Q3	MEAN	S.D.	N
INDIV PRIV PRACTICE						
	10-14 YEARS	51,000	37,694-60,000	48,097	17,522	8
	20-24 YEARS	30,000	25,000-80,000	43,429	26,582	7
						**
CMHC						
	15-19 YEARS	30,000	25,500-32,500	29,200	3,564	5
						**
CONSULTING FIRM						
	10-14 YEARS	51,000	36,000-87,500	58,750	27,421	8
						**

SOURCE: 1985 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION

9. ADMINISTRATION OF HUMAN SERVICES

This section presents salary information for positions described as administration of human services, i.e., positions that involve managing a human services program. Although these individuals may be directly involved in the delivery of services, their primary responsibility is the administration of such activities, including the supervision of human services personnel. There were 1,074 doctoral-level respondents and 102 master's-level respondents reporting this type of position, and their salaries are shown in Figures 9.1 and 9.2, respectively.

Over two-thirds of the doctoral-level respondents (69.6%) report clinical psychology as their current major field, and counseling psychology was reported by another 14.3%. At the master's-level, the most frequently reported subfields are again clinical (38.2%) and counseling psychology (19.6%).

As may be expected, these individuals are typically employed in organized human service settings such as hospitals, clinics, and schools. For doctoral-level respondents, the largest percentage (18.4%) work in community mental health centers or clinics. In addition, 8.8% are in public mental or psychiatric hospitals, 8.3% are in private mental or psychiatric hospitals, 8.0% are in Veterans Administration hospitals, and 7.3% are in university student counseling centers. Salaries of doctoral-level respondents in these and other selected settings are presented in Table 9.1. For master's-level respondents, 24.5% are employed in community mental health centers or clinics and 9.8% each in special health service settings and school system offices. Salary information for specific settings is given in Table 9.4.

For administration of human sevices, the median 11-12 month salary is $40,000 for doctoral-level respondents and $33,000 for master's-level respondents.

FIGURE 9.A

ADMINISTRATION OF HUMAN SERVICES -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more			1	2	5	2	3	
$ 90,000 to $ 99,000					1		1	
$ 80,000 to $ 89,000			1			1		1
$ 70,000 to $ 79,000			6		2	1	3	2
$ 60,000 to $ 69,000			3	9	11	8	4	8
$ 59,000				2	1	2	1	
58,000				2		4	2	3
57,000		1			2	1	4	1
56,000				2	2	1	5	3
55,000			3	6	5		5	2
$ 54,000				3	3	2		
53,000			1	3	5	2	2	
52,000		1	6	2	4	2		5
51,000			4	4	2	1		2
50,000	1		3	9	6	8	1	2
$ 49,000		1	1	4	8	4	3	1
48,000			3	7	4	5	1	2
47,000			1	5	1	1	1	2
46,000		1	4	2	8	3	5	4
45,000		2	10	18	11	7	5	2
$ 44,000			6	6	9	6	4	
43,000			2	13	5	2	4	6
42,000		1	11	12	11	9	5	4
41,000		2	4	9	5	2	2	2
40,000	1	1	23	19	16	6	5	3
$ 39,000		3	10	11	12	4		1
38,000		3	9	15	6	5	4	3
37,000		1	20	12	3	3	2	
36,000		5	12	8	6	6		1
35,000		5	16	15	7	3	3	2
$ 34,000		3	6	8	4	3		
33,000		1	8	7	4	3		
32,000		7	16	15	3	4		
31,000	1	2	19	4	3		1	
30,000	1	13	16	14	3	1	1	
$ 29,000		6	8	2	1	1	1	
28,000		3	11	9	1			
27,000		1	10	7	1			
26,000		6	8	2				
25,000		2	5					
$ 24,000		1	2		1	1		1
23,000		1		2			1	
22,000		1	2	4				1
21,000		1	2					
20,000		1	2	1	2			
$ 19,000		1		2				
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N	4	77	275	277	184	114	79	64
90%		41,200	50,000	53,000	60,000	60,000	68,000	66,500
75%		36,000	41,000	45,000	50,000	50,000	56,000	56,000
Median - 50%		31,000	36,000	40,000	43,000	44,000	46,000	47,500
25%		29,000	31,000	33,500	39,000	38,000	41,000	42,000
10%		25,000	27,000	28,822	33,000	34,000	37,000	37,944
Mean		32,622	37,421	40,347	45,629	46,167	50,145	49,405
S.D.		7,011	10,505	10,445	13,266	12,044	14,908	11,340
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 9.B

ADMINISTRATION OF HUMAN SERVICES — MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more				1				
$ 90,000 to $ 99,000								
$ 80,000 to $ 89,000								2
$ 70,000 to $ 79,000							1	1
$ 60,000 to $ 69,000								
$ 59,000								
58,000								
57,000								
56,000						1		
55,000								
$ 54,000								
53,000								
52,000								
51,000								
50,000								2
$ 49,000						1		
48,000							1	
47,000				1				2
46,000								
45,000								3
$ 44,000				1				
43,000								
42,000								
41,000				1	1			2
40,000		1				1	2	2
$ 39,000				1	1	1		1
38,000				1				1
37,000			1	1	2			
36,000					1			
35,000					2	1	1	
$ 34,000			2		2			1
33,000				5	2			
32,000		1		2				
31,000				1		1		
30,000			4	2	1			1
$ 29,000				1	1			
28,000			3	2				
27,000					1			1
26,000				1				
25,000			2	2				
$ 24,000			3	1				
23,000		1	2	1	1			
22,000			3					
21,000		1		1				
20,000			2	1	1			
$ 19,000								
18,000		1	1					
17,000								
16,000								
15,000								
$ 14,000			1					
13,000								
12,000								
11,000								
10,000								
N		5	24	27	16	6	5	19
90%			34,000	44,600	39,600			80,000
75%		36,000	30,000	37,000	36,750	50,750	59,500	50,000
Median - 50%		23,000	24,500	32,000	34,000	39,500	40,000	45,000
25%		19,500	22,000	26,000	29,250	34,000	37,500	39,111
10%			19,000	22,600	22,100			30,000
Mean		26,800	25,630	33,852	32,688	41,667	46,800	47,058
S.D.		9,039	5,446	14,617	5,654	9,245	14,307	15,208

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE 9.A

ADMINISTRATION OF HUMAN SERVICES

DOCTORAL LEVEL, 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1 - Q3	MEAN	S.D.	N
UNIV COUNSELING CTR						
	5-9 YEARS	30,000	26,500-36,000	30,615	5,124	13
	10-14 YEARS	32,000	28,750-41,250	34,883	6,824	18
	15-19 YEARS	42,000	35,500-45,500	39,556	7,065	17
	20-24 YEARS	38,000	34,000-46,000	39,859	7,052	15
	25-29 YEARS	41,500	38,500-52,000	44,847	9,957	8
						**
4-YR COLL COUNSEL CTR						
	5-9 YEARS	34,000	29,000-38,417	36,708	14,675	8
						**
SCH SYSTEM DIST OFF						
	15-19 YEARS	39,111	37,000-46,889	41,378	5,874	5
	20-24 YEARS	39,111	34,500-41,500	38,222	3,840	5
						**
PUB GENERAL HOSPITAL						
	5-9 YEARS	39,000	31,250-45,000	38,688	7,613	16
	10-14 YEARS	39,500	34,250-46,000	40,667	8,165	6
	20-24 YEARS	50,000	45,500-61,500	52,800	8,408	5
						**
PRIVATE GENERAL HOSP						
	2-4 YEARS	34,000	31,000-38,500	34,600	4,219	5
	5-9 YEARS	38,500	34,750-41,500	38,385	8,410	26
	10-14 YEARS	41,000	35,500-49,750	42,143	9,364	28
	15-19 YEARS	44,000	40,000-52,000	48,000	15,529	15
	20-24 YEARS	49,000	44,750-54,500	49,833	5,565	6
	25-29 YEARS	62,500	48,000-73,500	61,500	13,217	6
						**
PUB MENTL-PSYCHI HOSP						
	2-4 YEARS	35,000	28,000-39,000	33,750	6,497	8
	5-9 YEARS	36,000	30,000-42,000	36,316	5,963	19
	10-14 YEARS	40,000	38,000-45,000	42,741	9,293	27
	15-19 YEARS	41,000	38,000-50,000	43,588	12,217	17
	20-24 YEARS	43,000	37,000-49,750	44,833	8,943	12
	25-29 YEARS	40,000	37,250-42,750	40,000	3,406	6
	30 YEARS OR MORE	43,000	37,500-48,500	43,000	6,285	5
						**
PRIV MENTL-PSYCHI HOSP						
	2-4 YEARS	31,000	29,500-34,000	33,000	6,364	9
	5-9 YEARS	38,000	35,000-46,000	42,600	13,405	15
	10-14 YEARS	45,000	30,500-47,250	41,667	12,317	12
	15-19 YEARS	38,000	34,500-47,000	41,667	11,827	6
						**
VA HOSPITAL						
	2-4 YEARS	36,000	30,000-38,000	34,400	4,393	5
	5-9 YEARS	42,000	40,000-44,750	41,833	4,589	12
	10-14 YEARS	47,000	43,000-50,000	47,158	4,285	19
	15-19 YEARS	51,000	48,000-53,000	52,947	11,626	19
	20-24 YEARS	49,000	47,500-54,500	50,308	4,906	13
	25-29 YEARS	57,000	51,500-58,000	55,200	4,207	5
	30 YEARS OR MORE	57,000	47,500-66,000	56,615	8,732	13
						**

(CONTINUED)

TABLE 9.A (CONTINUED)

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1 - Q3	MEAN	S.D.	N
OUTPATIENT CLINIC						
	5-9 YEARS	35,000	31,500-42,000	38,529	16,949	17
	10-14 YEARS	36,000	28,500-54,000	43,333	23,791	9
	15-19 YEARS	35,000	33,000-42,000	37,000	4,899	5
						***
CMHC						
	2-4 YEARS	30,000	29,000-36,000	31,067	5,763	15
	5-9 YEARS	32,000	30,000-40,000	34,351	7,055	57
	10-14 YEARS	37,500	32,500-40,750	37,661	7,277	56
	15-19 YEARS	43,000	35,750-49,000	43,694	9,251	36
	20-24 YEARS	40,000	36,750-44,750	41,875	6,994	16
	25-29 YEARS	46,000	42,500-55,250	47,100	8,850	10
	30 YEARS OR MORE	43,000	39,500-63,250	49,375	12,994	8
						***
HMO						
	10-14 YEARS	49,000	45,750-54,250	50,000	4,858	6
						***
SPEC HEALTH SERVICES						
	5-9 YEARS	35,000	30,750-38,750	39,318	15,425	22
	10-14 YEARS	35,000	32,000-40,000	36,789	5,940	19
	15-19 YEARS	38,500	36,000-40,000	36,500	6,671	10
	20-24 YEARS	42,000	37,000-52,000	43,143	9,990	7
						***
HUMAN SER SET, OTHER						
	2-4 YEARS	30,000	30,000-45,000	35,429	9,693	7
	5-9 YEARS	35,000	29,000-39,500	35,000	7,697	17
	10-14 YEARS	33,000	27,000-36,500	32,000	5,066	13
	15-19 YEARS	57,500	37,500-67,000	57,250	21,124	8
	20-24 YEARS	45,000	41,000-63,500	50,800	11,967	5
	30 YEARS OR MORE	45,222	31,000-65,000	47,444	18,098	5
						***
CRIM JUST SYSTEM						
	5-9 YEARS	39,000	33,500-44,500	38,615	8,818	13
	10-14 YEARS	40,000	32,000-48,000	39,533	8,758	15
	15-19 YEARS	45,000	42,000-53,000	45,143	7,381	7
						***
STATE GOVT AGENCY						
	5-9 YEARS	36,000	28,500-36,750	35,375	7,726	8
	10-14 YEARS	35,500	34,500-41,500	37,167	3,920	6
	15-19 YEARS	46,500	40,000-58,750	49,333	13,501	6
						***
LOCAL GOVT AGENCY						
	10-14 YEARS	47,000	38,000-59,000	47,333	10,893	6
						***
OTHER NON-PROFIT ORG						
	5-9 YEARS	37,000	29,500-41,500	35,800	6,140	5
						***

SOURCE: 1985 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION

TABLE 9.B

ADMINISTRATION OF HUMAN SERVICES

MASTER'S LEVEL, 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1 - Q3	MEAN	S.D.	N
SCH SYSTEM DIST OFF						
	30 YEARS OR MORE	42,056	36,000-47,000	41,019	6,657	6
						**
PRIV MENTL-PSCYHI HOSP						
	5-9 YEARS	22,000	19,000-27,000	22,800	4,604	5
						**
OUTPATIENT CLINIC						
	5-9 YEARS	25,000	22,500-29,056	25,622	3,382	5
						**
CMHC						
	5-9 YEARS	24,000	23,000-30,000	26,143	5,640	7
	10-14 YEARS	30,000	21,000-31,000	27,000	4,967	7
	15-19 YEARS	34,500	32,250-35,500	34,000	2,366	6
						**

SOURCE: 1985 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION

10. APPLIED PSYCHOLOGY POSITIONS (INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY)

This section describes salaries of those respondents whose positions may be described as applied psychology (for example, the practice of industrial-organizational psychology, personnel selection or assessment, systems or equipment design, and organizational consultation, analysis or training) and whose current major field is industrial-organizational psychology. Salaries for 307 doctoral-level respondents and 61 master's-level respondents are described in Figures 10.A and 10.B, respectively.

For doctoral-level respondents, out of every ten individuals, approximately four (39.7%) are employed in consulting firms and another three (30.5%) are employed in business or industry. In addition, 16.9% are self-employed. Salaries for these settings are presented in Table 10.A. At the master's-level, the largest percentages of respondents are employed in business or industry (49.2%) and consulting firms (26.2%). Detailed statistics regarding salaries in these settings are given in Table 10.B.

For applied psychology positions (industrial-organizational psychology), the median 11-12 month salary is $52,000 for doctoral-level respondents and $40,000 for master's-level respondents.

FIGURE 10.A

APPLIED PSYCHOLOGY POSITIONS (INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY) -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more			3	10	7	3	4	8
$ 90,000 to $ 99,000			1	3	1	1		2
$ 80,000 to $ 89,000		1	3	3	1	4	2	5
$ 70,000 to $ 79,000			1	7	8	5	3	8
$ 60,000 to $ 69,000		1	9	13	6	3		2
$ 59,000			2	1				
58,000		1						
57,000		2			1	1		
56,000							1	
55,000				2				
$ 54,000			2	1	1			1
53,000			1	1	1			
52,000		1	2	2		1	1	
51,000				1				1
50,000		2	6	4	1			3
$ 49,000			1					
48,000			3		1			1
47,000			1	4				
46,000			1	3		1		
45,000		3	6	2	2	1	1	
$ 44,000		1	4		3	2		
43,000			3	1		1		
42,000		2	5	1	1			
41,000		1	2					
40,000		2	2	2	1			
$ 39,000	1	1	2					
38,000		2	3			1		
37,000		1	2	1				
36,000			1	5			1	
35,000		4	3	1	2		2	
$ 34,000		4	1					
33,000		1	1					
32,000			3		1			1
31,000		1						
30,000		2		2		1		
$ 29,000		3	1					
28,000								
27,000								
26,000		1						
25,000			1	1				
$ 24,000								1
23,000		1			1			
22,000		1	1					1
21,000				1				
20,000		1						
$ 19,000			1					
18,000								
17,000								
16,000		1						
15,000						1		
$ 14,000								1
13,000								
12,000								
11,000								
10,000								
N	1	41	78	72	39	26	15	35
90%		57,000	72,800	100,000	100,000	100,000	100,000	100,000
75%		45,000	55,250	75,000	78,000	80,000	99,000	97,000
Median = 50%		37,000	45,000	59,500	64,000	67,500	72,000	75,000
25%		30,500	39,000	46,000	45,000	44,750	45,000	51,000
10%		23,600	32,900	36,000	35,000	35,600	35,000	28,200
Mean		39,171	49,315	61,403	64,667	64,705	69,800	71,514
S.D.		13,126	16,690	22,025	21,994	22,538	24,900	24,495

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 10.B

APPLIED PSYCHOLOGY POSITIONS (INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY) — MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more							1	
$ 90,000 to $ 99,000								1
$ 80,000 to $ 89,000						1		
$ 70,000 to $ 79,000					1		1	
$ 60,000 to $ 69,000					1			2
$ 59,000							1	
58,000								
57,000								
56,000								
55,000			1				1	
$ 54,000								
53,000					1			
52,000				1				
51,000								2
50,000					1	1		
$ 49,000								
48,000							2	
47,000			2					
46,000								
45,000					2	1		2
$ 44,000								
43,000								1
42,000			1					
41,000								
40,000		2					1	3
$ 39,000								
38,000								
37,000		1						
36,000			2	1				
35,000								
$ 34,000		1		1				
33,000			2	1				
32,000		1			1			
31,000		1						
30,000		1			1		1	1
$ 29,000								
28,000				1	1			
27,000		1						
26,000		1						
25,000		1	1	1				
$ 24,000								
23,000			1					
22,000			1					
21,000							1	
20,000			1					
$ 19,000								
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N		10	12	6	9	3	9	12
90%		40,000	52,600					81,700
75%		37,750	45,750	40,000	59,000		67,000	57,750
Median - 50%		31,500	34,500	33,300	45,000		48,000	45,000
25%		26,750	23,500	27,250	31,000		35,000	40,000
10%		25,100	20,600					33,000
Mean		32,200	34,917	34,667	46,889		52,778	49,667
S.D.		5,493	11,221	9,416	15,736		23,483	15,611

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE 10.A

APPLIED PSYCHOLOGY POSITIONS (INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY)
DOCTORAL LEVEL, 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1 - Q3	MEAN	S.D.	N
SELF-EMP, NOT PRIV PRAC						
	5-9 YEARS	41,556	25,000-49,000	44,794	23,064	7
	10-14 YEARS	55,000	35,250-98,000	61,667	29,730	12
	15-19 YEARS	73,000	39,500-99,000+	68,000	30,426	9
	20-24 YEARS	60,000	30,000-80,000	59,190	28,949	7
	30 YEARS OR MORE	80,000	31,000-97,000	64,909	31,143	11
						**
CONSULTING FIRM						
	2-4 YEARS	45,000	30,000-57,000	45,200	17,921	15
	5-9 YEARS	51,500	39,250-69,000	55,200	22,280	20
	10-14 YEARS	64,000	49,250-90,000	67,200	22,286	30
	15-19 YEARS	72,500	60,250-94,250	72,938	19,098	16
	20-24 YEARS	75,000	44,750-89,000	71,500	20,654	14
	25-29 YEARS	70,000	44,000-89,000	66,444	23,860	9
	30 YEARS OR MORE	75,000	66,750-99,000+	78,278	18,543	18
						**
BUSINESS OR INDUSTRY						
	2-4 YEARS	37,000	34,000-42,000	37,684	6,138	19
	5-9 YEARS	45,000	41,750-52,500	48,609	12,587	46
	10-14 YEARS	54,000	47,000-67,500	58,840	16,162	25
	15-19 YEARS	57,000	44,000-68,000	55,636	13,808	11
						**

SOURCE: 1985 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION

TABLE 10.B

APPLIED PSYCHOLOGY POSITIONS (INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY)
MASTER'S LEVEL, 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1 - Q3	MEAN	S.D.	N
CONSULTING FIRM						
	25-29 YEARS	55,000	39,000-67,000	53,400	16,410	5
						**
BUSINESS OR INDUSTRY						
	2-4 YEARS	31,000	27,000-34,000	31,429	4,685	7
	5-9 YEARS	33,000	25,000-42,000	34,143	8,572	7
	30 YEARS OR MORE	51,000	44,500-67,750	56,833	17,759	6
						**

SOURCE: 1985 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION

11. APPLIED PSYCHOLOGY POSITIONS (OTHER PSYCHOLOGY)

Salaries for individuals whose positions may be described as applied psychology and whose current major field is a subfield other than industrial/organizational psychology are described in this section. These individuals are typically involved in organizational consultation, marketing research, systems/equipment design, and other applied psychology activities. There were 149 doctoral-level respondents and 19 master's-level respondents in these types of positions, and their salaries are presented in Figures 11.A and 11.B, respectively.

The most frequently reported major subfields for doctoral-level respondents include engineering psychology (24.8%) and clinical psychology (16.8%). Moreover, a substantial percentage of respondents (19.5%) indicated "other field in psychology" which includes such areas as consumer psychology and human factors. These respondents are employed in a wide variety of settings, with the largest percentages working in business or industry (31.5%) and consulting firms (22.8%). Salary information for these and other settings is found in Table 11.A. There was an insufficient number of master's-level respondents in any particular employment setting to present detailed salary data for selected settings.

For applied psychology positions (other psychology), the median 11-12 month salary is $44,000 for doctoral-level respondents and $38,000 for master's-level respondents.

FIGURE 11.A

APPLIED PSYCHOLOGY POSITIONS (OTHER PSYCHOLOGY) — DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more			2	1	2			2
$ 90,000 to $ 99,000				1		1		
$ 80,000 to $ 89,000			1	1	3			
$ 70,000 to $ 79,000				1				1
$ 60,000 to $ 69,000		1	2		3	1	2	6
$ 59,000								
58,000			1					
57,000					1		1	
56,000							1	
55,000				2	1			1
$ 54,000				1	1		2	1
53,000								
52,000				2				1
51,000					1			
50,000				3	1			1
$ 49,000			1					
48,000				2				
47,000			3	1				1
46,000			2	1				
45,000		1	1	3	2		1	
$ 44,000				3		1		
43,000			2	1				
42,000		1	2	2	1	1		1
41,000		1	2					
40,000		2	3	1				1
$ 39,000		1	1	1		1		
38,000		2	1	2	1			
37,000			2		1			
36,000	1		2					
35,000		1	1	3			3	
$ 34,000								
33,000			3	1				
32,000								
31,000								
30,000		1	1	3	1	1		
$ 29,000			2					
28,000	1	1	1	1				
27,000		1	1	1				
26,000								
25,000				1	1			1
$ 24,000			1		1			
23,000			1					
22,000				1				
21,000			1					
20,000								
$ 19,000								
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N	2	13	40	40	21	6	10	17
90%		58,333	63,600	68,500	96,200		68,400	100,000
75%		41,500	46,750	50,000	74,000	68,500	58,500	61,000
Median - 50%		39,000	40,000	44,000	54,000	43,000	54,000	60,000
25%		32,500	33,000	35,000	40,000	36,833	35,000	48,500
10%		27,400	27,100	28,200	26,000		35,000	37,000
Mean		39,248	43,175	45,625	56,905	51,185	50,300	58,765
S.D.		10,044	17,246	16,091	22,192	21,964	12,230	18,640
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 11.8

APPLIED PSYCHOLOGY POSITIONS (OTHER PSYCHOLOGY) — MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$ 90,000 to $ 99,000								
$ 80,000 to $ 89,000								
$ 70,000 to $ 79,000						1		
$ 60,000 to $ 69,000								
$ 59,000								
58,000								
57,000								
56,000								
55,000								
$ 54,000								
53,000								1
52,000							1	
51,000							1	
50,000								
$ 49,000								
48,000							1	
47,000								
46,000							1	
45,000			1				1	
$ 44,000								
43,000			1					
42,000								
41,000								
40,000								
$ 39,000								
38,000					2			
37,000								
36,000								
35,000								
$ 34.000								
33,000								
32,000								
31,000								
30,000							1	1
$ 29,000		1						
28,000				1			1	
27,000								
26,000								
25,000					1			
$ 24,000			1					
23,000								
22,000								
21,000								
20,000								
$ 19,000		1						
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N		2	3	1	3	1	7	2
90%								
75%							51,333	
Median - 50%							46,000	
25%							30,000	
10%								
Mean							42,905	
S.D.							9,852	
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE 11.A

APPLIED PSYCHOLOGY POSITIONS (OTHER PSYCHOLOGY)

DOCTORAL LEVEL, 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1 - Q3	MEAN	S.D.	N
INDIV PRIV PRACTICE						
	10-14 YEARS	48,000	35,000-60,000	47,600	16,009	5
						**
SELF-EMP, NOT PRIV PRAC						
	10-14 YEARS	47,500	39,750-61,500	51,667	20,304	6
						**
CONSULTING FIRM						
	5-9 YEARS	59,000	42,000-90,250	62,500	24,600	8
	10-14 YEARS	54,500	44,750-84,750	61,833	23,370	6
	15-19 YEARS	54,000	43,500-89,500	63,778	26,037	9
						**
BUSINESS OR INDUSTRY						
	5-9 YEARS	41,000	37,500-46,000	41,294	5,277	17
	10-14 YEARS	42,000	30,000-44,000	39,182	10,117	11
	30 YEARS OR MORE	51,000	37,750-63,500	50,500	16,718	6
						**

SOURCE: 1985 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION

12. ADMINISTRATION OF APPLIED PSYCHOLOGY

Administration of applied psychology includes the management of an applied psychology organization or program, such as the management of a consulting firm specializing in industrial-organizational psychology or marketing research. Individuals in these positions may be directly involved in applied psychology activities; however, their primary responsibility is the administration of the program, including supervision of personnel. Figures 12.A and 12.B describe salaries for 292 doctoral-level respondents and 41 master's-level respondents, respectively.

The most frequently reported subfields for doctoral-level respondents in these positions are industrial-organizational psychology (38.7%) and clinical psychology (29.8%), and the two major subfields for master's-level respondents are the same (i.e., 46.3% are in industrial/organizational psychology and 17.1% are in clinical psychology). Business and industry are the primary employers of both doctoral-level and master's-level respondents (25.7% and 29.3%, respectively), and 19.9% of doctoral-level individuals are working in consulting firms. Salary information for doctoral-level respondents in these settings is given in Table 12.A. Because of the small number of master's-level respondents in these types of positions, salary information is not presented for selected employment settings.

For administration of applied psychology, the median 11-12 month salary is $51,667 for doctoral-level respondents and $42,000 for master's-level respondents.

FIGURE 12.A

ADMINISTRATION OF APPLIED PSYCHOLOGY — DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more			2	2	4	6	4	9
$ 90,000 to $ 99,000						1		1
$ 80,000 to $ 89,000			1	2	8	2	4	
$ 70,000 to $ 79,000			4	1	7	2		6
$ 60,000 to $ 69,000			5	10	9	2	6	11
$ 59,000			1	1				
58,000				1		1		
57,000				3	1	1		
56,000			1	1	1	1		2
55,000			1	1		1		2
$ 54,000			2	2	3	1		
53,000			1	1	1			1
52,000			1	2	1		1	
51,000			1			1		
50,000		1	5	6	3	2	1	
$ 49,000				1			1	1
48,000				2	2		1	1
47,000			1	2				
46,000					1	1	1	
45,000			2	1	2			
$ 44,000		1		3	1			
43,000			1	7	1	1		
42,000			4	1	2			
41,000			2	3			1	
40,000			3	6	2	2	2	
$ 39,000			2	1			1	2
38,000		2	3	2	2			
37,000		2	1	2	1			
36,000			1	2		1		1
35,000		2	3	1		1		
$ 34,000		1	3	3				
33,000					1			
32,000		1	1					
31,000				1	2			
30,000			3	1				
$ 29,000		1						
28,000				1	1			
27,000		2		1	1			
26,000								1
25,000				2				
$ 24,000								
23,000			1					
22,000								
21,000								
20,000								
$ 19,000								
18,000								
17,000								
16,000		1						
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N		14	56	76	58	27	23	38
90%		47,000	74,300	65,000	86,100	100,000	100,000	100,000
75%		38,000	55,750	57,000	75,000	96,000	86,000	92,250
Median - 50%		35,000	44,000	46,000	56,500	58,000	66,000	64,278
25%		28,500	38,000	40,000	43,750	50,000	48,000	55,750
10%		21,500	33,400	34,000	36,600	39,200	40,000	39,000
Mean		34,214	48,825	48,909	59,785	66,473	66,783	69,292
S.D.		8,126	16,159	14,856	19,624	22,730	21,441	20,748

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 12.B

ADMINISTRATION OF APPLIED PSYCHOLOGY — MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more							2	1
$ 90,000 to $ 99,000								
$ 80,000 to $ 89,000								
$ 70,000 to $ 79,000						1		
$ 60,000 to $ 69,000					1	1	3	1
$ 59,000								
58,000							2	
57,000								
56,000								
55,000								1
$ 54,000								
53,000					1			
52,000							1	
51,000								
50,000						1		
$ 49,000								
48,000					1			1
47,000								
46,000			1					
45,000				1				
$ 44,000								
43,000								
42,000			1					1
41,000				1				
40,000			1		1	2		1
$ 39,000				1				
38,000						1		
37,000								
36,000		1		1				
35,000								
$ 34,000			1					
33,000			1	1				
32,000								
31,000								
30,000			1	1				
$ 29,000							1	
28,000								
27,000								
26,000								
25,000								
$ 24,000								
23,000			2					
22,000					1			
21,000								
20,000								
$ 19,000								
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N		1	8	6	5	6	9	6
90%								
75%			41,500	42,000	59,000	64,750	83,500	70,500
Median - 50%			33,500	37,500	48,000	45,000	60,000	51,500
25%			24,750	32,250	31,000	39,500	55,000	41,500
10%								
Mean			33,875	37,333	45,600	50,833	65,000	57,500
S.D.			8,476	5,465	16,009	15,079	22,130	21,806
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE 12.A

ADMINISTRATION OF APPLIED PSYCHOLOGY

DOCTORAL LEVEL, 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1 - Q3	MEAN	S.D.	N
CONSULTING FIRM						
	5-9 YEARS	60,500	48,750-84,750	64,900	23,269	10
	10-14 YEARS	54,000	47,000-59,500	55,667	18,967	9
	15-19 YEARS	79,000	64,250-90,000	77,714	14,866	14
	25-29 YEARS	85,000	46,000-99,000+	73,857	24,491	7
	30 YEARS OR MORE	68,000	60,000-99,000+	73,077	21,846	13
						**
BUSINESS OR INDUSTRY						
	5-9 YEARS	54,000	50,000-66,000	56,267	11,386	15
	10-14 YEARS	55,500	41,750-62,750	55,818	17,181	22
	15-19 YEARS	73,000	56,000-82,000	68,909	14,053	11
	20-24 YEARS	74,000	57,500-91,000	74,444	17,263	9
	25-29 YEARS	85,000	58,500-99,000+	80,000	21,307	5
	30 YEARS OR MORE	75,000	60,000-99,000+	74,364	20,461	11
						**

SOURCE: 1985 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION

13. OTHER ADMINISTRATIVE POSITIONS

Other administrative positions involve management responsibilities in a business, government, or non-profit organization than cannot be described as the direct administration of educational, research, human services, or applied psychology activities. This type of position may be related to psychology, such as the administration of a government program for funding psychological research, management of a program concerned with psychological issues in a nonprofit organization, and personnel administration. There were 267 doctoral-level respondents and 52 master's-level respondents in these types of positions, and their salaries are reported in Figures 13.A and 13.B, respectively.

Individuals employed in other administrative positions may be in almost any subfield of psychology. The most frequently reported employment setting for doctoral-level respondents is business or industry (26.2%). In addition, individuals are employed in other nonprofit organizations (11.6%) and federal government agencies (9.7%). Salaries for doctoral-level respondents in these and other settings are presented in Table 13.A. Almost one-half (48.1%) of the master's-level respondents work in business or industry, and salary data for these individuals are provided in Table 13.B.

For other administrative positions, the median 11-12 month salary is $49,000 for doctoral-level respondents and $47,500 for master's-level respondents.

FIGURE 13.A

OTHER ADMINISTRATIVE POSITIONS — DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more			1	5	5	1	3	5
$ 90,000 to $ 99,000				1	2			
$ 80,000 to $ 89,000				2	1		1	
$ 70,000 to $ 79,000				3	3	1	1	6
$ 60,000 to $ 69,000			1	5	7	5	9	7
9,000					1		1	
58,000				2	1	1		
57,000					2	1		1
56,000			1	1		1	1	1
55,000		1		2	1	3		
$ 54,000			1			1		1
53,000			2	1	1		1	
52,000			2	1		4	1	
51,000		1			1	1		1
50,000			1	3	3	1	2	2
$ 49,000			2	1	1	1		
48,000			1	2			1	2
47,000			1		1	1	1	
46,000		1	1	1	2	3		1
45,000			2	2	4			4
$ 44,000			1	6	2	1		1
43,000			1		2		1	
42,000		2	3		2	1		
41,000				1	3	2		
40,000		1		2	3	2	1	
$ 39,000			2	2				
38,000		1	1	2	1			
37,000				1	1	2		
36,000			3	2	2	1		
35,000			2	1	1	1		
$ 34,000			1		1	1		
33,000			3	2	1			
32,000			2	1				1
31,000				1				
30,000			1	1	2	1	1	
$ 29,000		1		3	1			
28,000			1	1				
27,000				1				
26,000		2	1	2				
25,000		1						
$ 24,000		1						
23,000		1						
22,000								
21,000						1		
20,000								
$ 19,000								
18,000						1		
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N		13	38	61	58	39	25	33
90%		53,400	54,200	89,000	95,400	65,000	100,000	100,000
75%		44,000	49,250	61,000	62,250	56,000	68,000	73,500
Median - 50%		38,000	42,000	45,000	48,000	50,000	61,000	60,000
25%		25,500	34,750	36,500	41,000	40,000	50,000	48,000
10%		23,400	31,800	29,000	34,900	34,000	41,933	45,000
Mean		35,923	43,316	51,473	54,745	49,231	62,756	63,933
S.D.		11,034	12,622	20,630	19,860	14,407	17,824	18,786

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 13.B

OTHER ADMINISTRATIVE POSITIONS — MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								2
$ 90,000 to $ 99,000						1	1	1
$ 80,000 to $ 89,000					1			
$ 70,000 to $ 79,000						1		4
$ 60,000 to $ 69,000				1		1	3	2
$ 59,000								
58,000								
57,000								
56,000								2
55,000								
$ 54,000								
53,000						2		
52,000								
51,000								
50,000			1		1			
$ 49,000							1	
48,000							1	
47,000								1
46,000								
45,000			1					
$ 44,000								
43,000								
42,000								
41,000								
40,000			2					
$ 39,000								
38,000				1	1			1
37,000			1	2	1			
36,000							1	
35,000					1			
$ 34,000								
33,000			1		1	1		
32,000			1					
31,000								
30,000					1			1
$ 29,000								
28,000								
27,000			1	1				
26,000			1					
25,000						1		
$ 24,000								
23,000								
22,000								
21,000								
20,000			1					
$ 19,000								
18,000								
17,000		1						
16,000								
15,000								
$ 14,000								
13,000					1			
12,000								
11,000								
$10,000 or less								
N		1	10	5	8	7	7	14
90%			49,500					99,000
75%			41,500	52,500	47,000	72,000	69,000	81,250
Median - 50%			35,000	37,000	36,000	53,000	60,000	69,500
25%			26,750	32,000	30,750	33,000	48,000	53,750
10%			20,600					34,000
Mean			35,033	41,200	40,250	56,571	59,000	67,214
S.D.			9,222	15,136	21,151	23,677	17,397	21,214

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE 13.A

OTHER ADMINISTRATIVE POSITIONS

DOCTORAL LEVEL, 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1 - Q3	MEAN	S.D.	N
CONSULTING FIRM						
	5-9 YEARS	45,000	32,500-53,000	43,200	11,432	5
						**
BUSINESS OR INDUSTRY						
	2-4 YEARS	42,000	32,500-48,500	40,800	9,783	5
	5-9 YEARS	47,000	42,000-52,000	48,533	15,743	15
	10-14 YEARS	60,000	53,000-85,000	66,933	20,324	15
	15-19 YEARS	60,000	37,000-99,000+	69,733	22,173	15
	20-24 YEARS	57,500	40,250-69,250	57,375	23,415	8
	30 YEARS OR MORE	69,000	51,000-99,000+	71,667	22,271.	9
						**
FED GOVT AGENCY						
	10-14 YEARS	44,500	41,750-48,750	44,625	4,596	8
	20-24 YEARS	55,000	52,000-62,000	55,571	6,451	7
	25-29 YEARS	64,000	52,000-66,000	60,000	8,000	5
						**
STATE GOVT AGENCY						
	15-19 YEARS	42,000	35,000-56,500	45,000	12,329	5
						**
OTHER NON-PROFIT ORG						
	10-14 YEARS	39,000	27,000-52,000	39,714	14,465	7
	15-19 YEARS	47,111	35,500-56,000	49,778	18,614	8
	30 YEARS OR MORE	65,500	49,000-83,250	67,333	20,294	6
						**

SOURCE: 1985 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION

TABLE 13.B

OTHER ADMINISTRATIVE POSITIONS

MASTER'S LEVEL, 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1 - Q3	MEAN	S.D.	N
BUSINESS OR INDUSTRY						
	5-9 YEARS	38,500	25,250-46,250	36,500	11,221	6
	30 YEARS OR MORE	75,000	51,500-96,500	71,889	24,044	9
						**

SOURCE: 1985 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION

14. OTHER TYPES OF POSITIONS

There were 134 doctoral-level respondents and 33 master's-level respondents who reported that their positions could not be reasonably assigned to one of the previously described categories. For example, these positions may be in sales, publishing, teaching, medicine and so forth, and they may or may not be related to psychology. Salaries for doctoral-level and master's-level respondents in these other types of positions are presented in Figures 14.A and 14.B, respectively.

Individuals in these other types of positions are from a variety of subfields and are employed in a variety of settings. At the doctoral-level, the most frequently reported employment setting is business or industry (28.4%). In addition, some work in consulting firms (12.7%) or are self-employed (11.9%). Table 14.A presents salary information for selected settings. There was an insufficient number of master's-level respondents to present salary information for selected settings.

For other types of positions, the median 11-12 month salary is $48,444 doctoral-level respondents and $40,000 for master's-level respondents.

FIGURE 14.A

OTHER TYPES OF POSITIONS — DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more			1	2	2	5		5
$ 90,000 to $ 99,000				1			2	
$ 80,000 to $ 89,000			1	2	4	1		1
$ 70,000 to $ 79,000				1		2	1	1
$ 60,000 to $ 69,000			3	6	1	2	3	3
$ 59,000			1					
58,000					2			
57,000								
56,000								
55,000								
$ 54,000								
53,000			1	1				
52,000								
51,000					1	1		
50,000		2		2	2		1	1
$ 49,000			1			1		
48,000			2					
47,000								
46,000				1				
45,000					1	1		2
$ 44,000					1			
43,000				1				
42,000						1	1	
41,000			2					
40,000		1	2		1			2
$ 39,000		1			1		1	
38,000				2		1		
37,000					1			
36,000		2		1				
35,000	1		3	1				
$ 34,000				1	1			
33,000					1			
32,000						1		1
31,000			1			1		
30,000			3		1			
$ 29,000		1						1
28,000								
27,000		1		2	1	1		
26,000				1				
25,000			2					1
$ 24,000								
23,000								
22,000		1					1	
21,000					1			
20,000		1					1	
$ 19,000		1						
18,000		1						
17,000								
16,000	1							1
15,000			1					
$ 14,000		1						
13,000								
12,000								
11,000								
10,000								
N	2	13	24	25	22	18	11	19
90%		50,000	78,000	95,400	96,000	100,000	90,000	100,000
75%		39,500	57,389	67,500	80,000	100,000	76,000	100,000
Median - 50%		29,000	40,500	53,000	50,000	60,000	60,000	64,000
25%		19,500	30,250	37,000	36,250	41,000	39,000	40,000
10%		15,733	25,000	26,956	27,900	30,200	20,400	25,000
Mean		30,795	45,727	55,556	55,242	64,543	55,909	61,789
S.D.		12,014	20,224	21,900	23,732	26,784	25,085	28,483

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 14.B

OTHER TYPES OF POSITIONS — MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more					2			
$ 90,000 to $ 99,000								
$ 80,000 to $ 89,000					1			
$ 70,000 to $ 79,000					1		1	
$ 60,000 to $ 69,000					1		1	1
$ 59,000								
58,000								
57,000								
56,000								
55,000								
$ 54,000								
53,000								
52,000								
51,000								
50,000					1			
$ 49,000				1				
48,000								1
47,000								
46,000							1	
45,000				1	1			
$ 44,000								
43,000								
42,000								
41,000				1				
40,000					1	1		
$ 39,000								
38,000								
37,000								1
36,000						1		1
35,000			1					
$ 34,000								
33,000								
32,000							1	
31,000								
30,000								
$ 29,000				1				
28,000								
27,000						1		
26,000				1			1	
25,000				2				
$ 24,000								
23,000								
22,000			1					
21,000					1			
20,000		1				1		
$ 19,000								
18,000								
17,000			1					
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N		1	3	7	9	4	5	4
90%								
75%				45,000	92,000		65,000	
Median - 50%				29,000	60,000		46,400	
25%				25,000	42,667		28,900	
10%								
Mean				34,238	63,185		46,844	
S.D.				10,417	27,372		18,513	
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE 14.A

OTHER TYPES OF POSITIONS

DOCTORAL LEVEL, 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1 - Q3	MEAN	S.D.	N
BUSINESS OR INDUSTRY						
	5-9 YEARS	48,000	35,000-66,000	49,286	15,008	7
	10-14 YEARS	53,000	44,500-80,000	60,667	19,404	9
	15-19 YEARS	58,000	37,000-80,000	57,000	23,728	11
						**

SOURCE: 1985 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION

15. ADDITIONAL INCOME

The previous sections have presented data on the salaries/net incomes of doctoral-level and master's-level respondents who report full-time employment in a variety of positions and settings. Many psychologists, however, earn additional income from other professional activities (e.g., part-time private practice, consulting, royalties from books, and summer teaching). Surveys of APA members in the late 1970's found that for full-time employed individuals, approximately half of the doctoral-level respondents and over a third of the master's level respondents held some type of additional part-time employment (Gottfredson & Swatko; 1979; Stapp & Fulcher, 1981). Such employment can take the shape of ad hoc work (e.g., an occasional summer school course or expert consulting) or regular secondary positions. The results of a 1982 survey of APA members indicated that approximately 35% of doctoral-level respondents and 26% of master's level respondents who were employed full-time in one position also held a regular secondary job. Independent practice, universities, and business, government, and other such settings were the most frequently reported secondary employer for doctoral-level respondents.

In order to at least partially address questions concerning additional income, the 1985 Salary Survey included items on both salary/net income for full-time employment positions and total income from all professional activities. While the inclusion of two questions cannot fully capture all aspects of additional income, it is hoped that the data presented are useful in providing a "first look" at this issue.

Table 15.A presents data for doctoral-level respondents on additional income for the fourteen types of employment positions and selected major settings within a position. As can be seen, faculty, particularly those in universities, are the most likely to report additional sources of income -- a not surprising occurrence since these individuals are typically on 9-10 month contracts and may frequently supplement their income through summer school teaching, research, or consulting. Administrators of human services programs are also more likely to have income from additional sources while the least likely are individuals working in applied psychology positions.

What is also obvious from Table 15.A is the extreme variation among respondents regarding amounts of additional income. The ability to earn additional income and the amounts earned are dependent upon several factors, including area of expertise, employer guidelines regarding additional employment, years of experience, and so forth. For example, the primary source of additional income for psychologists in the health service provider specialties (i.e., clinical, counseling, and school psychology) is often a part-time practice whereas individuals in such specialties as program evaluation and research methodology may often serve as part-time consultants to various agencies and research projects. As such, the results should be interpreted with caution and are not directly comparable across positions and settings, given that this income is derived from a variety of sources.

Additional income was also examined as a percentage of full-time salary/net income for each major type of position. The median percentages were as follows; 16.0% for faculty positions; 10.4% for educational administration; 8.6% for research positions; 7.35% for research administration; 16.7% for direct human services (clinical psychology); 14.1% for direct human services (counseling psychology); 16.0% for direct human services (school psychology); 12.2% for direct human services (other psychology); 14.0% for administration of human services; 10.0% for applied psychology (industrial-organizational psychology); 16.1% for applied psychology (other psychology); 12.0% for administration of applied psychology; 9.8% for other administrative positions; and 11.1% for other types of positions. Similar to the figures on amounts earned, there was substantial variation among these percentages within any single position. Additional information is available upon request.

TABLE 15.A

ADDITIONAL INCOME OF DOCTORAL-LEVEL RESPONDENTS BY EMPLOYMENT POSITION AND SELECTED MAJOR SETTINGS

Position and Setting	Total Number of Respondents	Respondents Reporting Additional Income N	%	Median	Q1-Q3	Mean	SD
Faculty positions	2,701	2,235	82.7%	6,000	3,000-12,000	9,795	9,934
Universities	1,776	1,529	86.1%	7,000	3,000-12,000	9,860	9,727
Four-year colleges	445	350	78.7%	5,000	3,000-10,000	8,634	10,684
Two-year colleges	61	45	73.8%	8,000	4,000-21,000	12,578	12,176
Medical schools	331	240	72.5%	6,000	3,000-15,000	10,588	10,167
Educational administration positions	233	140	60.1%	5,000	2,000-10,000	7,843	7,854
Universities	34	22	64.7%	7,000	3,000-12,250	8,182	5,114
Professional schools	64	41	64.1%	6,000	3,000-13,500	9,537	9,338
Schools and other educational settings	64	43	67.2%	5,000	2,000-10,000	6,977	7,180
Research positions	441	210	47.6%	3,000	2,000-8,000	6,048	7,176
Universities	69	43	62.3%	3,000	2,000-9,000	5,465	6,333
Private research organizations	79	39	49.4%	4,000	2,000-7,000	4,897	3,530
Government research organizations	107	43	40.2%	3,000	2,000-8,000	6,256	9,487
Business and industry	45	14	31.1%	4,500	2,000-9,250	6,357	6,048
Research administration positions	215	113	52.6%	4,000	2,000-8,000	6,319	6,444
Private research organizations	36	23	63.9%	4,000	2,000-8,000	5,826	5,114
Government research organizations	69	21	30.4%	5,000	2,000-9,500	6,571	5,501
Business and industry	25	17	68.0%	4,000	2,000-8,000	5,353	4,182
Direct human services (clinical psychology)	2,356	1,181	50.1%	8,000	3,000-15,000	10,726	10,145
Hospitals	474	292	61.6%	6,000	3,000-13,000	9,870	10,256
Clinics	352	197	56.0%	6,000	3,000-12,000	9,208	9,077
Independent practice	1143	463	40.5%	10,000	5,000-18,000	12,514	10,457
Other human services settings	165	111	67.3%	7,000	3,000-12,000	9,775	9,793
Direct human sevices (counseling psychology)	383	214	55.9%	5,000	3,000-12,000	8,949	9,538
Hospitals	37	27	73.0%	6,000	3,000-10,000	8,074	7,348
Clinics	40	19	47.5%	5,000	4,000-10,000	6,842	4,787
Independent practice	156	72	46.2%	8,000	4,250-18,500	12,639	12,726
Other human services settings	110	75	68.2%	4,000	2,000-7,000	6,267	6,892
Direct human services (school psychology)	202	138	68.3%	6,000	3,000-12,000	8,855	8,424
Direct human services (other psychology)	136	74	54.4%	5,000	3,000-10,250	7,973	9,208
Administration of human services	1,025	723	70.5%	6,000	3,000-13,000	9,491	8,896
Hospitals	345	262	75.3%	7,500	3,750-15,000	10,752	9,802
Clinics	238	169	71.0%	6,000	3,000-13,500	9,408	8,878
Other human services settings	232	159	68.6%	5,000	3,000-11,000	7,962	7,931
Applied psychology (industrial-organizational)	256	94	36.7%	5,000	3,000-10,000	7,160	6,126
Self-employed not private practice	38	14	36.8%	8,500	3,750-16,750	10,857	8,848
Consulting firms	93	36	38.7%	5,000	2,250-11,500	7,472	6,596
Business and industry	105	33	31.4%	5,000	2,000-9,000	5,939	4,069
Applied psychology (other psychology)	133	38	28.6%	9,500	4,750-15,000	10,000	7,312
Administration of applied psychology	241	138	57.3%	6,000	2,000-15,000	9,957	9,735
Other administration	236	117	49.6%	5,000	3,000-11,500	8,573	8,475
Other types of positions	109	50	45.9%	5,000	3,000-10,000	7,680	7,064

REFERENCES

Gottredson, G.D., & Swatko, M. K. (1979). Employment, unemployment, and the job search in psychology. American Psychologist, 34, 1047-1060.

Stapp, J., & Fulcher, R. (1981). The employment of APA members. American Psychologist, 36, 1263-1314.

Stapp, J., & Fulcher, R. (1983). The employment of APA members: 1982. American Psychologist, 38, 1298-1320.

APPENDIX A

Return before May 7, 1985

AMERICAN PSYCHOLOGICAL ASSOCIATION
1985 SALARY SURVEY

INSTRUCTIONS

(Please read carefully before completing the questionnaire)

This questionnaire is completely **anonymous**. Your name is **not** requested, and there is no identifying number on this questionnaire.

MARKING DIRECTIONS

- **Use only a soft black lead pencil (No. 2 is ideal).**
- **Make heavy black marks that fill the circle.**
- **Erase cleanly any answer you wish to change.**
- **Make no stray markings of any kind.**

EXAMPLE: Will marks made with ballpoint pen or felt-tip pen be properly read?

○ Yes ● No

1. **Present Employment.** Answer "Yes" if you are: (a) currently employed full-time (i.e., **at least** 35 hours per week) in a **single** salaried position or self-employment position other than private practice (e.g., management consultant); OR (b) currently employed full-time (**at least** 31 hours per week) in independent practice. Answer "No" if you do not meet either of these two criteria (e.g., if you are unemployed, retired, employed less than the number of hours specified above, or employed the requisite number of hours as a result of holding two or more part-time positions). If you answer "No," do **not** complete the remainder of this questionnaire and return it in the enclosed envelope.

2. **Current Major Field.** Please fill in the circle indicating the major field that best describes your current professional identification. Mark one only.

3. **Highest Degree.** Please indicate your highest degree.

4. **Year of Highest Degree.** Please indicate the year in which you received your highest degree. Write the year in the boxes and mark the matching circles below each box.

5. **Total Years Work Experience.** In general, this will be the number of years since receiving your highest degree. However, there are several exceptions to this general rule. For example:

   Since receiving your highest degree, there was a period (one or more years) when you did not work.

   or

   You had work experience at a professional level before receiving your highest degree.

   or

   Since receiving your highest degree, there has been a major change in your specialty field such that work experience prior to this change is irrelevant to your present employment.

6. **Employment Setting.** Using the code list below, please select the setting that best describes your full-time primary employment position. Write the code number in the boxes and mark the matching circles below each box.

CODE LIST

Educational Institutions and School Systems

University (excluding medical school):
- 01 Psychology department
- 02 Education department
- 03 Business school or department
- 04 Other academic department or unit
- 05 Management or administrative unit
- 06 Student counseling or services center
- 07 Research center or institute
- 09 Other university setting

Four-year college:
- 11 Psychology department
- 12 Education department
- 13 Business school or department
- 14 Other academic department or unit
- 15 Management or administrative unit
- 16 Student counseling or services center
- 17 Research center or institute
- 19 Other four-year college setting

- 21 Two-year college
- 22 Medical school psychiatry department
- 23 Medical school, other than psychiatry department
- 24 Free-standing professional school for health services other than medical (e.g., psychology, nursing, dentistry, psychiatry, etc.)
- 25 Elementary or secondary school
- 26 School system district office
- 29 Other educational setting (e.g., vocational, adult or special education)

Human Service Settings

- 31 Public general hospital
- 32 Private general hospital
- 33 Public mental or psychiatric hospital
- 34 Private mental or psychiatric hospital
- 35 VA Hospital
- 41 Individual private practice
- 42 Group psychological practice
- 43 Medical/psychological group practice
- 44 Outpatient clinic
- 45 Community mental health center or clinic (CMHC)
- 46 Health Maintenance Organization (HMO)
- 47 Counseling and guidance center (not school or college)
- 48 Special health services: retardation, aging, or handicapped
- 49 Other human service setting

Other Employment Settings

- 51 Self-employed (other than private practice)
- 52 Consulting firm
- 53 Private research organization or laboratory
- 54 Government research organization or laboratory
- 55 Business or industry (excluding consulting firm or research organization)
- 61 Criminal justice system
- 62 Military service (other than above settings)
- 63 Federal government agency (other than above settings)
- 64 State government agency (other than above settings)
- 65 Local government agency (other than above settings)
- 66 Other non-profit organization
- 69 Other non-educational or non-service setting not listed above

7. **Type of position.** Please select the category that best describes the type of position you hold in your primary employment setting (as indicated in Question 6). You may be involved in several different types of work activities; however, your employment position can usually be described by **one** of the following categories.

   Faculty Position. Includes teaching and/or research activities appropriate to your academic setting. If you are primarily employed in a faculty position (including being chair of a department), please indicate your academic rank.

   Educational Administration. Includes college or university administrative positions (such as president, provost, dean, etc.) although you may also have a faculty appointment. Does **not** include department chair. Also includes superintendent of school district or other administrative position related to education.

   Research. Includes basic or applied research in any field. Includes non-faculty research positions, work in laboratory or research institute in government or private setting.

   Administration of Research. Includes the management or administration of a research organization or program. Although you may be directly involved in research design, data collection and so forth, your primary responsibility is the administration of research activities, including the supervision of research personnel.

   Direct Human Services. Includes direct clinical services, counseling or guidance, school psychological services, consultation, assessment.

   Administration of Human Services. Includes the management or administration of a program of human services. Although you may be directly involved in the delivery of human services, your primary responsibility is the administration of human service activities, including the supervision of human service personnel.

   Other Applied Psychology. Includes the practice of industrial/organizational psychology; personnel selection or assessment; systems or equipment design; organizational consultation, analysis or training.

   Administration of Applied Psychology. Includes the management or administration of an applied psychology organization or program, such as the management of a consulting firm specializing in industrial/organizational psychology. Although you may be directly involved in applied psychology activities, your primary responsibility is the administration of the program, including the supervision of personnel.

   Other Administrative Position. Includes management or administration in a business, government setting, or non-profit organization that **cannot** be described as the **direct** administration of educational, research, human service or applied psychology activities. Often this type of position is related to psychology such as the administration of a government program to fund psychological research. Includes policy or program development or review, personnel administration, budgeting.

   Other Type of Position. Incudes any type of position that cannot be reasonably assigned to the above categories (e.g., sales, publishing, secondary school teacher).

8. **Full-Time Salary or Net Income (9-10 month or 11-12 month).** If you hold a full-time salaried position, please indicate in thousands of dollars the **current** amount of salary from this position (e.g., the salary for academic year 1984-85 or fiscal year 1985). If you are employed full-time in a self-employment position or independent practice, indicate in thousands of dollars your **net income** (i.e., your total income after deducting office expenses) for the previous 12 months.

   Write the salary or net income in the boxes (e.g., $27,000 = 27) and mark the matching circle below each box. Please be sure to indicate if your salary or income is for a 9-10 month (e.g., academic year) or 11-12 month period.

9. **Total Annual Earned Income.** Please indicate in thousands of dollars your total annual earned income from **all** professional activities (e.g., full-time positions, secondary part-time positions, part-time or summer teaching, royalties, and part-time consulting or independent practice). If you are employed full-time in a salaried position, you may have to estimate this amount so as to reflect total **annual** earned income for the current year. If you are self-employed full-time or in independent practice full-time, use the past 12 months in indicating total annual earned income. Indicate **net** income for private practice and other such activities.

PLEASE READ INSTRUCTIONS ON REVERSE SIDE BEFORE COMPLETING THIS QUESTIONNAIRE
PLEASE BE SURE TO USE A SOFT, BLACK LEAD PENCIL

1. **Present Employment.** Are you currently employed full-time in a salaried position, self-employment position, or independent practice? **(See instructions on reverse side before answering this question)**

○ Yes (Answer Questions 2-9) ○ No **(Please stop here and return this questionnaire)**

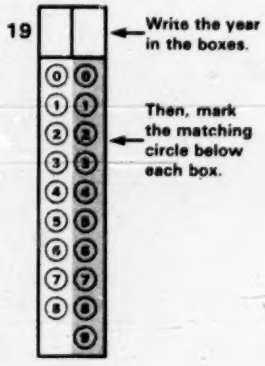
2. **Current Major Field.** Please indicate your current major field or professional identification. (Mark one only)

- ○ Clinical
- ○ Cognitive
- ○ Community
- ○ Comparative
- ○ Counseling
- ○ Developmental
- ○ Educational
- ○ Engineering
- ○ Experimental
- ○ General
- ○ Industrial/organizational
- ○ Personality
- ○ Physiological
- ○ Psycholinguistics
- ○ Psychometrics
- ○ Psychopharmacology
- ○ Quantitative
- ○ School
- ○ Social
- ○ Systems/History/Methods
- ○ Other, in psychology
- ○ Other, not in psychology

3. **Highest Degree.** (Mark one only)

- ○ Doctorate (PhD, EdD, PsyD)
- ○ Master's (MA, MS, MEd)
- ○ Other degree

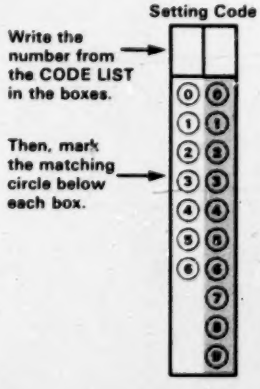
4. **Year of Highest Degree.** Indicate in boxes the year you received your highest degree. (e.g., 1968 = 68)



5. **Total Years Work Experience.** (Mark one only) (See instructions on reverse side)

- ○ 0, 1 year
- ○ 2-4 years
- ○ 5-9 years
- ○ 10-14 years
- ○ 15-19 years
- ○ 20-24 years
- ○ 25-29 years
- ○ 30 years or more

6. **Employment Setting.** Using the CODE LIST on the reverse side, indicate in the boxes the code number for your employment setting.

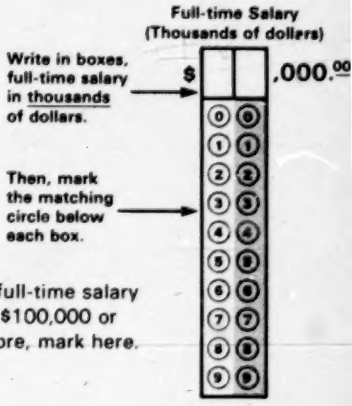


7. **Type of Position.** (Mark one only) (See instructions for complete description)

Faculty Position
- ○ Full Professor
- ○ Associate Professor
- ○ Assistant Professor
- ○ Lecturer or Instructor
- ○ Other Faculty Position

- ○ Educational Administration
- ○ Research
- ○ Administration of Research
- ○ Direct Human Services
- ○ Administration of Human Services
- ○ Other Applied Psychology
- ○ Administration of Applied Psychology
- ○ Other Administrative Position
- ○ Other Type of Position

8. **Full-Time Salary or Net Income (9-10 month or 11-12 month).** Indicate in thousands of dollars the amount of salary or net income from your full-time primary position (e.g., $27,000 = 27).

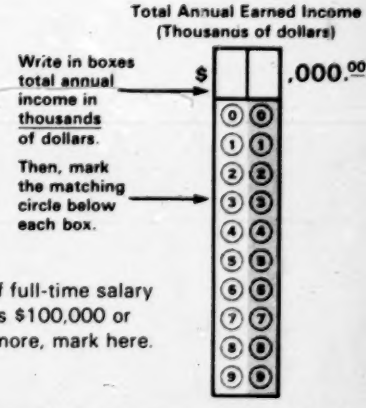

Full-time Salary (Thousands of dollars)
Write in boxes, full-time salary in thousands of dollars.
$
,000.00
Then, mark the matching circle below each box.

○ If full-time salary is $100,000 or more, mark here.

Indicate the period for this salary. (Mark one only)

- ○ 9-10 months
- ○ 11-12 months

9. **Total Annual Earned Income.** Indicate in thousands of dollars your total annual earned income from all professional activities, including full-time and part-time positions, summer teaching or research, royalties, etc.


Total Annual Earned Income (Thousands of dollars)
Write in boxes total annual income in thousands of dollars.
$
,000.00
Then, mark the matching circle below each box.

○ If full-time salary is $100,000 or more, mark here.

Thank you very much for your cooperation. Return this completed form in the enclosed postage-paid envelope to:

1985 APA Salary Survey
1600 West 82nd Street
Minneapolis, Minnesota 55431

FOR INTRAN USE ONLY

Return before May 7, 1985

APPENDIX B

APPENDIX B

CRUDE RESPONSE RATES FOR INDIVIDUAL EMPLOYMENT POSITIONS AND SETTINGS

Type of Position and Setting	Number of Respondents	Response Rate
Faculty positions	2,804	63.5%
Universities	1,870	64.7%
Four-year colleges	471	65.9%
Medical schools	350	74.0%
Two-year colleges	84	61.8%
Schools and other educational settings	14	25.9%
Educational administration	275	50.7%
Universities	103	53.4%
Four-year colleges	24	40.0%
Schools and other educational settings	85	50.3%
Research positions	496	50.5%
Universities	73	42.3%
Government research organizations	121	61.7%
Private research organizations	87	57.2%
Business and industry	54	53.5%
Research administration	247	51.6%
Universities	22	34.4%
Government research organizations	75	58.1%
Private research organizations	43	51.2%
Business and industry	33	55.0%
Direct human services (includes clinical, counseling, school, and other psychology)	3,821	57.5%
University student counseling centers	134	60.4%
Four-year student counseling centers	25	83.3%
Schools and other educational settings	361	64.0%
Hospitals	613	66.5%
Independent practice	1,664	58.1%
Clinics	486	58.8%
Other health service settings	193	57.1%

APPENDIX B

CRUDE RESPONSE RATES FOR INDIVIDUAL EMPLOYMENT POSITIONS AND SETTINGS

(Continued)

Type of Position and Setting	Number of Respondents	Response Rate
Administration of direct human services	1,176	54.8%
University student counseling centers	80	86.0%
Four-year student counseling centers	21	70.0%
Hospitals	373	56.4%
Clinics	285	65.2%
Other health service settings	156	51.3%
Applied psychology	543	66.6%
Self-employed, not private practice	70	66.0%
Consulting firms	178	60.3%
Business and industry	197	77.3%
Administration of applied psychology	333	65.9%
Consulting firms	64	47.4%
Business and industry	87	57.6%
Other administration	319	60.5%
Business and industry	95	52.2%
Federal government agency	27	51.9%
Other nonprofit organization	35	38.9%
Other	167	43.6%
Consulting firms	23	42.6%
Business and industry	45	35.2%

Note. For major settings: Universities and four-year colleges include all units within a university or four-year college with the exception of student counseling centers; schools and other educational settings are comprised of elementary and secondary schools, school system district offices, and other educational settings (e.g., special education); hospitals include both public and private general and mental psychiatric hospitals and VA hospitals; clinics include CMHCs, outpatient clinics, and HMOs; and other health service settings include counseling centers and special health service settings (e.g., aged).